

OFFER LETTER

OL-1320

Dear Jayashree G,

Congratulations!

You have been selected to join Zifo through the Campus Recruitment process held at your College / University. We are pleased to offer you the position of "Analyst Trainee" with a Consolidated Pay of Rs. 3,40,075/- p.a. (Rupees Three Lakhs Forty Thousand and Seventy Five). This consolidated pay includes your Basic Salary, Gratuity, Medical & Health Insurance. The detailed salary structure will be mentioned in your Appointment letter.

Probation

You will be on probation for a period of 12 months* from the date of joining. You would receive a **Confirmation letter** at the end of the probation period.

*An early confirmation (<12 months) is possible for trainees who exhibit extraordinary performance.

Non-Disclosure Agreement and Service Agreement

You would be required to sign a **Non-Disclosure Agreement and Service Agreement** (for a period of 2 years) at the time of joining.

Leaves

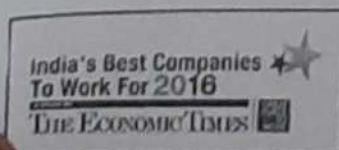
You would be entitled to 12 Government-mandated public holidays per year. In addition to that, you can avail **12 leaves** in your first year, **16 leaves** in your second year and **20 leaves** from the third year onwards.

Working Hours

Your working hours will be from **8:45 am to 5:45 pm** from Monday to Friday.

Background Check

Zifo is a part of the Regulated R&D industry and Zifo reserves the right to conduct background reference checks for all its employees.



OFFER LETTER

Dear Kavyalakshmi K V,

OL-1319

Congratulations!

You have been selected to join Zifo through the Campus Recruitment process held at your College / University. We are pleased to offer you the position of "Analyst Trainee" with a Consolidated Pay of Rs. 3,40,075/- p.a. (Rupees Three Lakhs Forty Thousand and Seventy Five). This consolidated pay includes your Basic Salary, Gratuity, Medical & Health Insurance. The detailed salary structure will be mentioned in your Appointment letter.

Probation

You will be on probation for a period of 12 months* from the date of joining. You would receive a **Confirmation letter** at the end of the probation period.

**An early confirmation (<12 months) is possible for trainees who exhibit extraordinary performance.*

Non-Disclosure Agreement and Service Agreement

You would be required to sign a **Non-Disclosure Agreement** and **Service Agreement** (for a period of 2 years) at the time of joining.

Leaves

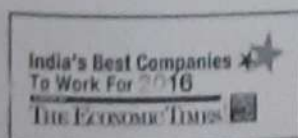
You would be entitled to 12 Government-mandated public holidays per year. In addition to that, you can avail **12 leaves** in your first year, **16 leaves** in your second year and **20 leaves** from the third year onwards.

Working Hours

Your working hours will be from 8:45 am to 5:45 pm from Monday to Friday.

Background Check

Zifo is a part of the Regulated R&D industry and Zifo reserves the right to conduct background reference checks for all its employees.



OFFER LETTER

Dear Pushpahasini K,

OL-1318

Congratulations!

You have been selected to join Zifo through the Campus Recruitment process held at your College / University. We are pleased to offer you the position of "Analyst Trainee" with a Consolidated Pay of Rs. 3,40,075/- p.a. (Rupees Three Lakhs Forty Thousand and Seventy Five). This consolidated pay includes your Basic Salary, Gratuity, Medical & Health Insurance. The detailed salary structure will be mentioned in your Appointment letter.

Probation

You will be on probation for a period of 12 months* from the date of joining. You would receive a **Confirmation letter** at the end of the probation period.

*An early confirmation (<12 months) is possible for trainees who exhibit extraordinary performance.

Non-Disclosure Agreement and Service Agreement

You would be required to sign a **Non-Disclosure Agreement and Service Agreement** (for a period of 2 years) at the time of joining.

Leaves

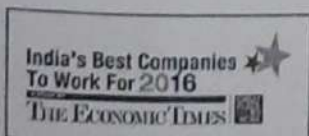
You would be entitled to 12 Government-mandated public holidays per year. In addition to that, you can avail **12 leaves** in your first year, **16 leaves** in your second year and **20 leaves** from the third year onwards.

Working Hours

Your working hours will be from **8:45 am to 5:45 pm** from Monday to Friday.

Background Check

Zifo is a part of the Regulated R&D industry and Zifo reserves the right to conduct background reference checks for all its employees.





OMICS International Pvt. Ltd.

SEZ Unit, Building No: 20, Floor No: 9, Office No: 1, Survey No: 64

Unit in M/S. Sundew Properties Pvt. Limited, Raheja IT Park, Mindspace, Madhapur

Hyderabad - 500 081, Telangana, INDIA. E-mail: info@omicsonline.org, Ph: 040-47482222

CIN: U22122TG2008PTC061143

Date: 08.05.2017

Ref: OMICS/HR/OFFER/FTE/154

Ms. AARTHI. M

D/O. Muraganandam.M

H.No:43,Akhimsa Nagar,

Near Jain Nagar, Thiruvallur

aarthianand095@gmail.com

+91- 7708915107

SUB: LETTER OF INTENT

Dear Ms.Aarthi,

With reference to your application and followed by subsequent interview you had with us, we are happy and keen to welcome you into the fold of OMICS family.

We are pleased to offer you a position as “**Trainee Scientific Relations**” at Grade **E1** and work location will be at our **SEZ Office**. The regular fixed term employment will be issued to you at the time of joining. You will be required to join us on **15th May 2017**.

We reviewed the Industry competitiveness of Compensation packages for such executive and senior roles the relevant Industry benchmarks and thus are pleased to offer a package for a fixed component **INR –2, 80,008 PA (Rupees Two Lakhs Eighty Thousand Eight Only)** per annum on a cost to the company basis. (This package is applicable to the statutory deductions as per Indian Tax laws).

Apart from above fixed component, you are eligible as per Company Incentive Policy and Fines applicable as per Deduction Policy.

You should work in OMICS for a minimum period of Eleven Months.

Kindly report to office at **OMICS International Pvt. Ltd. SEZ Unit, Building No: 20, Floor No: 9, Office No: 1, Survey No: 64, Unit in M/S. Sundew Properties Pvt. Ltd, Raheja IT Park, Mind Space, Madhapur, Hyderabad – 500 081, Telanagana, India. Ph: 040-47482222.**

We are welcoming you on-board for a successful career with OMICS Family

Please feel free to get in touch with us for any queries.

With Best Regards,

K V Mahesh

Manager – Human Resources

OMICS International Pvt. Ltd.

“We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world premier organization. We assure you of our support for your professional development and growth “.

***Note:**

On verification, at the time of appointment or at a later date it is found that you have furnished wrong Information, in such cases your services with the company will be liable for termination.

(Signature of the employee)

Annexure A		
Cost to Company		
Name of the Applicant	AARTHI. M	
Unit Name		
Type of Employment	Fixed Term Employment	
Grade Level	E1	
Grade	E1	
Proposed Salary	₹	22,150.00
Salary Breakup	Monthly	Yearly
Basic Salary	₹ 8,860.00	₹ 1,06,320.00
House Rent Allowance	₹ 3,544.00	₹ 42,528.00
Conveyance Allowance	₹ 800.00	₹ 9,600.00
Medical Allowance	₹ 1,250.00	₹ 15,000.00
Special Allowance	₹ 3,958.00	₹ 47,496.00
Service Compensation	₹ 738.00	₹ 8,856.00
Performance Allowance	₹ 3,000.00	₹ 36,000.00
Gross Salary	₹ 22,150.00	₹ 2,65,800.00
Less Deductions	Monthly	Yearly
PF (Employee Contribution)	₹ 1,063.00	₹ 12,756.00
ESI (Employee Contribution)	₹ -	₹ -
Professional Tax	₹ 200.00	₹ 2,400.00
Total Deductions	₹ 1,263.00	₹ 15,156.00
Net Salary (Gross Salary-Less)	₹ 20,887.00	₹ 2,50,644.00
Add Employer Contributions	Monthly	Yearly
Provident Fund (Employer)	₹ 1,184.00	₹ 14,208.00
ESI (Employer)	₹ -	₹ -
Cost to Company (Gross+Add)	₹ 23,334.00	₹ 2,80,008.00

Mil
8/1/18

(Signature of the employee)



OMICS International Pvt. Ltd.

SEZ Unit, Building No: 20, Floor No: 9, Office No: 1, Survey No: 64

Unit in M/S. Sundew Properties Pvt. Limited, Raheja IT Park, Mindspace, Madhapur

Hyderabad - 500 081, Telangana, INDIA. E-mail: info@omicsonline.org, Ph: 040-47482222

CIN: U22122TG2008PTC061143

Date: 08.05.2017

Ref: OMICS/HR/OFFER/FTE/156

Ms. ASHWINI PRIYA. K.R

D/O. Ravi.k

No: 7A, 1st Cross Street,

Nethaji Nagar, Periya Palayam,

Uthukottai(TK), Thiruvallur(Dist)

deborahyeshua1995@gmail.com

+91- 9789784514

SUB: LETTER OF INTENT

Dear Ms. Ashwini Priya,

With reference to your application and followed by subsequent interview you had with us, we are happy and keen to welcome you into the fold of OMICS family.

We are pleased to offer you a position as “**Trainee Scientific Relations**” at Grade **E1** and work location will be at our **SEZ Office**. The regular fixed term employment will be issued to you at the time of joining. You will be required to join us on **15th May 2017**.

We reviewed the Industry competitiveness of Compensation packages for such executive and senior roles the relevant Industry benchmarks and thus are pleased to offer a package for a fixed component **INR –2, 80,008 PA (Rupees Two Lakhs Eighty Thousand Eight Only)** per annum on a cost to the company basis. (This package is applicable to the statutory deductions as per Indian Tax laws).

Apart from above fixed component, you are eligible as per Company Incentive Policy and Fines applicable as per Deduction Policy.

You should work in OMICS for a minimum period of Eleven Months.

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We are welcoming you on-board for a successful career with OMICS Family

Please feel free to get in touch with us for any queries.

With Best Regards,

K V Mahesh

Manager – Human Resources

OMICS International Pvt. Ltd.

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***Note:**

On verification, at the time of appointment or at a later date it is found that you have furnished wrong Information, in such cases your services with the company will be liable for termination.

(Signature of the employee)

Annexure A		
Cost to Company		
Name of the Applicant	ASHWINI PRIYA. K.R	
Unit Name		
Type of Employment	Fixed Term Employment	
Grade Level	E1	
Grade	E1	
Proposed Salary	₹	22,150.00
Salary Breakup	Monthly	Yearly
Basic Salary	₹ 8,860.00	₹ 1,06,320.00
House Rent Allowance	₹ 3,544.00	₹ 42,528.00
Conveyance Allowance	₹ 800.00	₹ 9,600.00
Medical Allowance	₹ 1,250.00	₹ 15,000.00
Special Allowance	₹ 3,958.00	₹ 47,496.00
Service Compensation	₹ 738.00	₹ 8,856.00
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Gross Salary	₹ 22,150.00	₹ 2,65,800.00
Less Deductions	Monthly	Yearly
PF (Employee Contribution)	₹ 1,063.00	₹ 12,756.00
ESI (Employee Contribution)	₹ -	₹ -
Professional Tax	₹ 200.00	₹ 2,400.00
Total Deductions	₹ 1,263.00	₹ 15,156.00
Net Salary (Gross Salary-Less)	₹ 20,887.00	₹ 2,50,644.00
Add Employer Contributions	Monthly	Yearly
Provident Fund (Employer)	₹ 1,184.00	₹ 14,208.00
ESI (Employer)	₹ -	₹ -
Cost to Company (Gross+Add)	₹ 23,334.00	₹ 2,80,008.00

ASHWINI PRIYA

(Signature of the employee)



OMICS International Pvt. Ltd.

SEZ Unit, Building No: 20, Floor No: 9, Office No: 1, Survey No: 64

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Hyderabad - 500 081, Telangana, INDIA. E-mail: info@omicsonline.org, Ph: 040-47482222

CIN: U22122TG2008PTC061143

Date: 08.05.2017

Ref: OMICS/HR/OFFER/FTE/153

Ms. BAVYA. N.I

D/O. K.Marikannan

H.No: 8-A, Kesari Street, Nagercoil-1,

Kanya Kumari Dist

bavya1995@gmail.com

+91- 8015581760

SUB: LETTER OF INTENT

Dear Ms.Bavya,

With reference to your application and followed by subsequent interview you had with us, we are happy and keen to welcome you into the fold of OMICS family.

We are pleased to offer you a position as “**Trainee Scientific Relations**” at Grade **E1** and work location will be at our **SEZ Office**. The regular fixed term employment will be issued to you at the time of joining. You will be required to join us on **15th May 2017**.

We reviewed the Industry competitiveness of Compensation packages for such executive and senior roles the relevant Industry benchmarks and thus are pleased to offer a package for a fixed component **INR –2, 80,008 PA (Rupees Two Lakhs Eighty Thousand Eight Only)** per annum on a cost to the company basis. (This package is applicable to the statutory deductions as per Indian Tax laws).

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We are welcoming you on-board for a successful career with OMICS Family

Please feel free to get in touch with us for any queries.

With Best Regards,

K V Mahesh

Manager – Human Resources

OMICS International Pvt. Ltd.

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***Note:**

On verification, at the time of appointment or at a later date it is found that you have furnished wrong Information, in such cases your services with the company will be liable for termination.

(Signature of the employee)

Annexure A		
Cost to Company		
Name of the Applicant	BAVYA. N.I	
Unit Name		
Type of Employment	Fixed Term Employment	
Grade Level	E1	
Grade	E1	
Proposed Salary	₹	22,150.00
Salary Breakup	Monthly	Yearly
Basic Salary	₹ 8,860.00	₹ 1,06,320.00
House Rent Allowance	₹ 3,544.00	₹ 42,528.00
Conveyance Allowance	₹ 800.00	₹ 9,600.00
Medical Allowance	₹ 1,250.00	₹ 15,000.00
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Less Deductions	Monthly	Yearly
PF (Employee Contribution)	₹ 1,063.00	₹ 12,756.00
ESI (Employee Contribution)	₹ -	₹ -
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Net Salary (Gross Salary-Less)	₹ 20,887.00	₹ 2,50,644.00
Add Employer Contributions	Monthly	Yearly
Provident Fund (Employer)	₹ 1,184.00	₹ 14,208.00
ESI (Employer)	₹ -	₹ -
Cost to Company (Gross+Add)	₹ 23,334.00	₹ 2,80,008.00

Handwritten signature/initials
25/12

(Signature of the employee)



OMICS International Pvt. Ltd.

SEZ Unit, Building No: 20, Floor No: 9, Office No: 1, Survey No: 64

Unit in M/S. Sundew Properties Pvt. Limited, Raheja IT Park, Mindspace, Madhapur

Hyderabad - 500 081, Telangana, INDIA. E-mail: info@omicsonline.org, Ph: 040-47482222

CIN: U22122TG2008PTC061143

Date: 08.05.2017

Ref: OMICS/HR/OFFER/FTE/157

Ms. HEMALATHA. N

D/O. Naganathan.S

3/141, 3rd Block, Mogappair.

West, Chennai.

hemanaganathan1327@gmail.com

+91- 8939571327

SUB: LETTER OF INTENT

Dear Ms. Hemalatha,

With reference to your application and followed by subsequent interview you had with us, we are happy and keen to welcome you into the fold of OMICS family.

We are pleased to offer you a position as “**Trainee Scientific Relations**” at Grade **E1** and work location will be at our **SEZ Office**. The regular fixed term employment will be issued to you at the time of joining. You will be required to join us on **15th May 2017**.

We reviewed the Industry competitiveness of Compensation packages for such executive and senior roles the relevant Industry benchmarks and thus are pleased to offer a package for a fixed component **INR –2, 80,008 PA (Rupees Two Lakhs Eighty Thousand Eight Only)** per annum on a cost to the company basis. (This package is applicable to the statutory deductions as per Indian Tax laws).

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You should work in OMICS for a minimum period of Eleven Months.

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With Best Regards,

K V Mahesh

Manager – Human Resources

OMICS International Pvt. Ltd.

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***Note:**

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(Signature of the employee)

Annexure A		
Cost to Company		
Name of the Applicant	HEMALATHA. N	
Unit Name		
Type of Employment	Fixed Term Employment	
Grade Level	E1	
Grade	E1	
Proposed Salary	₹	22,150.00
Salary Breakup	Monthly	Yearly
Basic Salary	₹ 8,860.00	₹ 1,06,320.00
House Rent Allowance	₹ 3,544.00	₹ 42,528.00
Conveyance Allowance	₹ 800.00	₹ 9,600.00
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Less Deductions	Monthly	Yearly
PF (Employee Contribution)	₹ 1,063.00	₹ 12,756.00
ESI (Employee Contribution)	₹ -	₹ -
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Provident Fund (Employer)	₹ 1,184.00	₹ 14,208.00
ESI (Employer)	₹ -	₹ -
Cost to Company (Gross+Add)	₹ 23,334.00	₹ 2,80,008.00

Handwritten signature/initials

(Signature of the employee)



OMICS International Pvt. Ltd.

SEZ Unit, Building No: 20, Floor No: 9, Office No: 1, Survey No: 64

Unit in M/S. Sundew Properties Pvt. Limited, Raheja IT Park, Mindspace, Madhapur

Hyderabad - 500 081, Telangana, INDIA. E-mail: info@omicsonline.org, Ph: 040-47482222

CIN: U22122TG2008PTC061143

Date: 08.05.2017

Ref: OMICS/HR/OFFER/FTE/152

Ms. M. KRISHNAVENI

D/O. K. Marikannan

H.No:18, Kulathulvaipatti, Elambu Vanam (post),

Ettayapuram (Taluk), Tuti Corin (Dist)

krishnaveni95btech@gmail.com

+91- 7358972341

SUB: LETTER OF INTENT

Dear Ms. Krishnaveni,

With reference to your application and followed by subsequent interview you had with us, we are happy and keen to welcome you into the fold of OMICS family.

We are pleased to offer you a position as “**Trainee Scientific Relations**” at Grade **E1** and work location will be at our **SEZ Office**. The regular fixed term employment will be issued to you at the time of joining. You will be required to join us on **15th May 2017**.

We reviewed the Industry competitiveness of Compensation packages for such executive and senior roles the relevant Industry benchmarks and thus are pleased to offer a package for a fixed component **INR –2, 80,008 PA (Rupees Two Lakhs Eighty Thousand Eight Only)** per annum on a cost to the company basis. (This package is applicable to the statutory deductions as per Indian Tax laws).

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You should work in OMICS for a minimum period of Eleven Months.

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Please feel free to get in touch with us for any queries.

With Best Regards,

K V Mahesh

Manager – Human Resources

OMICS International Pvt. Ltd.

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(Signature of the employee)

Annexure A		
Cost to Company		
Name of the Applicant	M. KRISHNAVENI	
Unit Name		
Type of Employment	Fixed Term Employment	
Grade Level	E1	
Grade	E1	
Proposed Salary	₹	22,150.00
Salary Breakup	Monthly	Yearly
Basic Salary	₹ 8,860.00	₹ 1,06,320.00
House Rent Allowance	₹ 3,544.00	₹ 42,528.00
Conveyance Allowance	₹ 800.00	₹ 9,600.00
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ESI (Employee Contribution)	₹ -	₹ -
Professional Tax	₹ 200.00	₹ 2,400.00
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Provident Fund (Employer)	₹ 1,184.00	₹ 14,208.00
ESI (Employer)	₹ -	₹ -
Cost to Company (Gross+Add)	₹ 23,334.00	₹ 2,80,008.00

M. Krishna Veni
6/5/21

(Signature of the employee)



OMICS International Pvt. Ltd.

SEZ Unit, Building No: 20, Floor No: 9, Office No: 1, Survey No: 64

Unit in M/S. Sundew Properties Pvt. Limited, Raheja IT Park, Mindspace, Madhapur

Hyderabad - 500 081, Telangana, INDIA. E-mail: info@omicsonline.org, Ph: 040-47482222

CIN: U22122TG2008PTC061143

Date: 08.05.2017

Ref: OMICS/HR/OFFER/FTE/160

Ms. RAGHAVI. R

D/O. T.S.Ramesh

H.No:10,Mathiazagan Street,

Manavala Nagar,Thiruvallur

raghavirameshr@gmail.com

+91- 9092070235

SUB: LETTER OF INTENT

Dear Ms. Raghavi,

With reference to your application and followed by subsequent interview you had with us, we are happy and keen to welcome you into the fold of OMICS family.

We are pleased to offer you a position as “**Trainee Scientific Relations**” at Grade **E1** and work location will be at our **SEZ Office**. The regular fixed term employment will be issued to you at the time of joining. You will be required to join us on **15th May 2017**.

We reviewed the Industry competitiveness of Compensation packages for such executive and senior roles the relevant Industry benchmarks and thus are pleased to offer a package for a fixed component **INR –2, 80,008 PA (Rupees Two Lakhs Eighty Thousand Eight Only)** per annum on a cost to the company basis. (This package is applicable to the statutory deductions as per Indian Tax laws).

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With Best Regards,

K V Mahesh

Manager – Human Resources

OMICS International Pvt. Ltd.

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***Note:**

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(Signature of the employee)

Annexure A		
Cost to Company		
Name of the Applicant	RAGHAVI. R	
Unit Name		
Type of Employment	Fixed Term Employment	
Grade Level	E1	
Grade	E1	
Proposed Salary	₹	22,150.00
Salary Breakup	Monthly	Yearly
Basic Salary	₹ 8,860.00	₹ 1,06,320.00
House Rent Allowance	₹ 3,544.00	₹ 42,528.00
Conveyance Allowance	₹ 800.00	₹ 9,600.00
Medical Allowance	₹ 1,250.00	₹ 15,000.00
Special Allowance	₹ 3,958.00	₹ 47,496.00
Service Compensation	₹ 738.00	₹ 8,856.00
Performance Allowance	₹ 3,000.00	₹ 36,000.00
Gross Salary	₹ 22,150.00	₹ 2,65,800.00
Less Deductions	Monthly	Yearly
PF (Employee Contribution)	₹ 1,063.00	₹ 12,756.00
ESI (Employee Contribution)	₹ -	₹ -
Professional Tax	₹ 200.00	₹ 2,400.00
Total Deductions	₹ 1,263.00	₹ 15,156.00
Net Salary (Gross Salary-Less)	₹ 20,887.00	₹ 2,50,644.00
Add Employer Contributions	Monthly	Yearly
Provident Fund (Employer)	₹ 1,184.00	₹ 14,208.00
ESI (Employer)	₹ -	₹ -
Cost to Company (Gross+Add)	₹ 23,334.00	₹ 2,80,008.00

Handwritten signature and date
6/15/17

(Signature of the employee)

August 28, 2017

Anusha T
 No:16,Vengatraman Salai,Choolai Pallam
 M.G.R Nagar,Chennai,600078

Dear Anusha T

Sub: Offer Letter

We are glad to offer you the position of **Trainee - CRP** and your annual Cost to the company is **Rs. 2,05,637 /-** per annum (Rs. Two Lakh Five Thousand Six Hundred and Thirty seven) as tabulated below. Your date of Joining will be **August 30,2017**

Compensation & Benefits		
Standard Gross	Per Month	Per Annum
Basic		
HRA	6000	72000
TAKT	4500	54000
Statutory Bonus	2700	32400
Other Allowance	583	6996
Gross Salary	1217	14604
	15000	180000
Statutory Payments / Company Contributions		
Provident Fund		
Gratuity	780	9360
Mediclaim		3468
ESIC		4253
	713	8556
Total CTC		205637

The offer letter is valid till the said date and any change in the joining date should be agreed in writing. All payments are subject to statutory deductions, as per the Income tax Act. The offer is subject to satisfactory verification of your antecedents / credentials as per company policies and code of conduct.

You are advised to sign and return the duplicate of this letter as a token of your acceptance.

We look forward to a long and rewarding career with Episource.

With best wishes,

For Episource India Pvt Ltd.

Anusha

Ram Kumar
 Ram Kumar
 Chief Financial Officer

August 28, 2017

Priyanka R
No:5/555, Maruthupandiyar Street, VPR Nagar
Gandhi Nagar, Redhills, Chennai, 600052

Dear Priyanka R

Sub: Offer Letter

We are glad to offer you the position of **Trainee - CRP** and your annual Cost to the company is **Rs. 2,05,637** /- per annum (Rs Two Lakh Five Thousand Six Hundred and Thirty seven) as tabulated below. Your date of Joining will be **August 30, 2017**

Compensation & Benefits	Per Month	Per Annum
Standard Gross		
Basic	6000	72000
HRA	4500	54000
TAKT	2700	32400
Statutory Bonus	583	6996
Other Allowance	1217	14604
Gross Salary	15000	180000
Statutory Payments / Company Contributions		
Provident Fund	780	9360
Gratuity		3468
Mediclaim		4253
ESIC	713	8556
Total CTC		205637

The offer letter is valid till the said date and any change in the joining date should be agreed in writing. All payments are subject to statutory deductions, as per the Income tax Act. The offer is subject to satisfactory verification of your antecedents / credentials as per company policies and code of conduct.

You are advised to sign and return the duplicate of this letter as a token of your acceptance

We look forward to a long and rewarding career with Episource.

With best wishes,

For Episource India Pvt Ltd.

Ram Kumar
Ram Kumar
Chief Financial Officer

R. Praveen

Episource India Pvt. Ltd | www.episource.com | CIN - U72900TN2004PTC055347

Office: No. 18, Sathyanarayana Avenue, Boat Club Road, R.A. Puram, Chennai - 600 028

Mumbai Office
20th Floor, 1 Wing, Corporate Avenue
(Opp. Trident), Opp. Southern Corporate Park,
Charola, Andheri, Ghatkopar Link Road,
Andheri East, Mumbai - 400 093

Vijayaranga
Date: No. 5-13
Lakshmi Avenue
Srinagar Nagar
Ring Road, 1100

June 30, 2017

Offer ID : EPI-17-0083

Saraswathi PL

No:4/228

Sri Thangam Avenue Anex

Kovur(Post)

Chikkarayapuram

Chennai

600128

Dear Saraswathi,

Subject: Offer Letter

We are pleased to inform you that you have been selected as

Designation	Trainee - CRP
Total CTC	Rs. 205637/- Detailed Annexure of CTC attached
To join us on or before	July 17, 2017

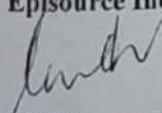
This offer letter is valid till this date and any change in the joining date should be in concurrence with us. All payments are subject to statutory deductions, as per the Income Tax Act. Appointment letter with detailed terms and conditions shall be issued to you on the date of joining.

This offer is valid subject to satisfactory verification of your antecedents / credentials and following company HR policies and code of conduct. The joining stands cancelled at any point of employment, if this criterion is not met.

Please acknowledge and return the copy of this letter.

With best wishes,

For Episource India Pvt Ltd.


Ram Srinivasan Kumar
Chief Financial Officer

PL. Saraswathi
Accepted
Saraswathi PL

Srividhya
Chennai

August 3, 2017

Dear Srividhya,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Associate Research Analyst** role.

Congratulations!

We are delighted to set out below the terms and conditions of your employment with the TRCPL Projects Private Limited entity whose name appears on this letterhead TRCPL Projects Private Limited.

1. Commencement Date

- a. Your employment with the Company commences on **August 7, 2017**.

2. Initial Position, Work Description, Title Use and Work Base

- a. Your work base at commencement of your employment will be **Chennai**. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time to time be revised by a written notice to you.
- b. The Company reserves the right to re-designate or revise your Position or work description at any time by a written notice to you.
- c. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise.
- d. Where agreed by your reporting manager, the Company may permit you to use titles or designations solely for external representation purposes. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

3. Remuneration

- a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.
- b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time. Your remuneration includes any amounts or components that law or regulation requires the Company to pay you as an employee (Statutory Payments). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual components of your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.
- c. The Company may at its sole discretion from time to time review your remuneration, normally once annually. Where the Company agrees to revise your remuneration, you will be notified of it in writing. Until the Company notifies you of a revision in your remuneration, the latest written communication to you giving details of your Salary shall apply. You agree that all such revisions shall be binding on you.

TRCPL Projects Private Limited
11th Floor, Acropolis,
148, Dr. Radhakrishnan Salai,
Mylapore, Chennai, 600004
CIN: U74999MH2016FTC283853

O +91 44 6630 3030
O +91 44 6630 3031

Regd. Office: No. 402, 4th Floor,
Boston House, Suren Road, Andheri East,
Mumbai, 400093

clarivate.com

Ref: LC/HR/O
2nd December 2016

Revanth U
No.57D, North Subramaniyapuram,
Arumuganeri,
Tuticorin - 628202

LETTER OF OFFER

Dear Revanth U

With reference to your application, the subsequent interviews, and the discussions we have held with you, we are pleased to offer you the position of "Executive - Cryo Preservation & SRT" in our Head Office on a CTC of Rs.1,44,000 (One Lakh Forty Four Thousand Only) p.a. Apart from the offer you will also be eligible for a retention bonus of Rs.24,000 which will be paid to you after two years of completion of service. The formal letter of appointment will be shared to you at the time of your joining duty.

You are requested to join the organization on or before 5th December 2016 failing which this letter of offer stands cancelled.

You are requested to return the duplicate copy of this letter as a token of acceptance of our offer of appointment.

On your date of joining, you are required to produce the following documents to the HRD for verification and records:

1. Relieving Order from the previous employer
2. Salary Slip of last drawn Salary
3. Attested copy of Testimonials (X Certificate for Age Proof, XII and educational certificates)
4. Certificates of previous training programs / conferences/seminars attended.
5. ID Proof where copy of Passport if available or the Voter ID card may be submitted
6. Medical Fitness Certificate from a registered medical practitioner mentioning your blood group.
7. Four Passport size photographs.

While welcoming you to our organization, we wish you a long and fruitful career ahead.

For LIFECCELL INTERNATIONAL PRIVATE LIMITED

Manju B
02/12/2016

Manju.B
Assistant Manager - Human Resources

Prathyusha - Selected candidates - Joining Follow-up

From: Kiruthika (kiruthika@trustrcm.com)
 To: place_prathyusha@yahoo.com
 Cc: sasirekha@trustrcm.com; vidyas@trustrcm.com; renuka@trustrcm.com
 Date: Monday, 13 March, 2017, 05:43 pm IST

Dear Sir

As we discussed over the phone, kindly find below the batch split-ups of Freshers.

Month	March	April	May
Volume of the Batch	150	150	200

Congratulations!!! Maximum selection happens from your college and we are looking forward you to support the entire selected candidates complete the Bond signing process and join with us.

Let us know the exact joining date of the students to plan our batches accordingly. (Share us as a spreadsheet)

Thanks for your understanding and support

Thanks & Regards,

Kiruthika M
 Lead - Global Recruitment
 Visionary RCM Infotech private limited
 The Lords Building
 7th Floor, Thiru Vi Ka Industrial Estate
 Elkkatuthangal | Guindy | Chennai - 32
 Mobile: 9884010087
 Phone: 044 - 42129765 ,EXTN : 3018
 E-Mail - kiruthika@trustrcm.com
kiruthika@vrcm.net

From: Kiruthika [mailto:kiruthika@trustrcm.com]
 Sent: Thursday, October 06, 2016 1:55 PM
 To: 'Prathyusha Placement' <place_prathyusha@yahoo.com>
 Subject: Prathyusha Campus Placement Confirmation

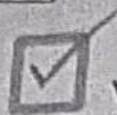
Hello Sir

Our Placement drive is confirmed on 8th October 2016.

Me & Ravi will come for the Placement drive. Kindly find the Details below for your reference

LIST OF VRCM SELECTS - PRATHYUSHA ENGINEERING COLLEGE

S. NO	REGISTER NO	Batch	Department	Name
1	1114132140 01	2013-2017	BIOTECH	M.AARTHI
2	1114132140 02	2013-2017	BIOTECH	AISHWARYA R
3	1114132140 03	2013-2017	BIOTECH	AKILESH R
4	1114132140 04	2013-2017	BIOTECH	ANUSHA T
5	1114132140 05	2013-2017	BIOTECH	ASWINI PRIYA K R
6	1114132140 06	2013-2017	BIOTECH	N.I.BAVYA
7	1114132140 07	2013-2017	BIOTECH	DEEPA
8	1114132140 08	2013-2017	BIOTECH	D. GNANASINGH ARPUTHADAS
9	1114132140 09	2013-2017	BIOTECH	P. GOKUL
10	1114132140 11	2013-2017	BIOTECH	GRACE PAULINE D
11	1114132140 12	2013-2017	BIOTECH	HEMALATHA.N
12	1114132140 13	2013-2017	BIOTECH	S.ISWARIYA
13	1114132140 14	2013-2017	BIOTECH	JAYASREE G
14	1114132140 15	2013-2017	BIOTECH	JENIFER JOSEPH
15	1114132140 16	2013-2017	BIOTECH	K.JYOTHI
16	1114132140 17	2013-2017	BIOTECH	N.KALPANA
17	1114132140 19	2013-2017	BIOTECH	M.KAVIYA
18	1114132140 20	2013-2017	BIOTECH	KAVYALAKSHMI K V
19	1114132140 21	2013-2017	BIOTECH	KEERTHANA M G
20	1114132140 23	2013-2017	BIOTECH	KRISHNAVENI M
21	1114132140 24	2013-2017	BIOTECH	LOGESWARI.M
22	1114132140 25	2013-2017	BIOTECH	R.MANGALA JOTHI
23	1114132140 26	2013-2017	BIOTECH	J.MANIBALA
24	1114132140 27	2013-2017	BIOTECH	MOHAMOODHA N
25	1114132140 28	2013-2017	BIOTECH	NEHA .N. HEMDEV
26	1114132140 29	2013-2017	BIOTECH	R.NITHYA
27	1114132140 31	2013-2017	BIOTECH	S PAVITHRA
28	1114132140 32	2013-2017	BIOTECH	S.PAVITHRA
29	1114132140 33	2013-2017	BIOTECH	R.PRIYANKA
30	1114132140 34	2013-2017	BIOTECH	A.PUNITHAVATHI
31	1114132140 35	2013-2017	BIOTECH	PUSHPAHASINI K
32	1114132140 36	2013-2017	BIOTECH	RAGHAVI R
33	1114132140 37	2013-2017	BIOTECH	S.REVAN SOLOMON
34	1114132140 38	2013-2017	BIOTECH	REVANTH U
35	1114132140 40	2013-2017	BIOTECH	SANDHIYA.S
36	1114132140 41	2013-2017	BIOTECH	SARANYA V
37	1114132140 42	2013-2017	BIOTECH	SARASWATHI .PL
38	1114132140 43	2013-2017	BIOTECH	SHARMILA RAJA S
39	1114132140 44	2013-2017	BIOTECH	SHOBANA. D
40	1114132140 45	2013-2017	BIOTECH	T SRI VIDHYA
41	1114132140 46	2013-2017	BIOTECH	VARSHA
42	1114132140 50	2013-2017	BIOTECH	A.YUVARANI



VISIONARY RCM

18 Sep, 2017

To
Mr Gokul P
2/920 Mogappair,
West
Chennai -600037

Dear Mr Gokul P,

Sub: Letter of Appointment

We are pleased to offer you an appointment in our organization on the following terms and conditions:

- 1 Your date of commencement of service is: 18 Sep, 2017
 - 2 Employee ID, Designation : VRCM3376 , Executive - Coding Services
 - 3 File No , Place of posting: # 3377, Chennai II
 - 4 You will be entitled to a CTC of Rs. 13000 (Rupees Thirteen thousand only) per month till the confirmation, which would be subject to revision periodically on the basis of your performance. Ref - Annexure A
 - 5 You will be eligible to other benefits in accordance with the company's rules and statutory benefits, if any, applicable to you from time to time. You will also be entitled to leave, ESIC, PF and Gratuity and as per Act. The Company's decision shall be final and binding on you in all such matters.
 - 6 Your next salary revision depends upon company's discretion. Company has all rights to provide or cancel annual appraisal based on your performance
- Compulsory Employment Period: You will serve the Company for the number of years and months mentioned in your service agreement from the date of signing 'Service Agreement.' You can officially resign only post completion of your compulsory employment period
- If you terminate your employment with Company before the Compulsory employment period, you agree to pay the Company the compensatory amount as mentioned in your service agreement or three months gross salary whichever is higher, in all circumstances the below notice period has to be executed -



Accepted By - Mr Gokul P

2/7/2020

Shortlisted candidates list for joining - Domex e-Data Pvt Ltd

From: domex (careers@domexdata.in)
To: place_prathyusha@yahoo.com
Date: Thursday, 18 May, 2017, 06:08 pm IST

May 18, 2017

Dear Mr. Dayakaran,

We have shortlisted 5 B.Tech Biotechnology final year students for joining and the names are listed below.

Regards

Venkatesan.R

S.No	Name
1	Kaviya.M
2	Hemalatha.N
3	Manibala.J
4	Mohamoodha.N
5	Sharmila Raja.S



DOMEX e-Data Pvt. Ltd
(A MOLECULAR CONNECTIONS COMPANY)

D N Complex, Ground Floor, 57 Lakshmi Talkies Road, Shenoy Nagar, Chennai - 600 030, INDIA
Tel : 91-44-26643911 / 26644978 / 42652041. Email : domlech@md3.vsnl.net.in. CIN No. : CIN NO- U72900TN2003PTC051699

Ms. Manibala.J,
No. 1A, Sivaprakasam Street,
(Near Andal Avenue 3rd Street),
Thiru.Vi.Ka Nagar,
Chennai - 82

22nd May 2017,

Sub: **LETTER OF OFFER**

Dear Ms. Manibala.J,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you a position in our Organization on the following terms and conditions:

1. DESIGNATION:

You will be designated as Scientific Analyst - Trainee.

2. OBJECTIVES OF TRAINING:

- 2.1 With the view to provide you a comprehensive on-the-job training and orientation to enhance your skill levels, we are pleased to offer training for a period of 6 months.
- 2.6 The "on-the-job" training will involve, helping, assisting and supporting production activities of the organization and their by acquaint and develop the ability to do independently any job of similar nature in future.
- 2.7 During on-the-job training, if the training Mentors find that your performance has not reached the desired standards and requirements, the training will be further extended or terminated based on the recommendations of the training Mentors.

3. PERIODIC ASSESSMENT:

- 3.7 You are expected to learn the skills as per the instructions of your training Mentors in the most diligent manner while conducting yourself in line with the Rules and Regulations of the Company. There shall be regular assessments as deemed fit by the training Mentors to monitor closely your learning ability, regularity, and tea work, punctuality, attendance, conduct & behaviour. The management in its sole discretion shall be justified in withdrawing training opportunity extended to you in terms of this offer if the training Mentors recommends the same after examining the obtained facts and circumstances.
- 3.8 Moving to the next stage of training is not automatic and it is based on the performance. Based on your performance if the training Mentors find that you are not eligible for the next stage, the training will be extended or terminated.
- 3.9 Any other parameters as may be notified by the Management from time to time.

Congratulations!

Welcome To The Family of Eureka Forbes!!

Date: 11/01/17

Dear Mr. A.S. KATHIRK.,
This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **PST / TE / Sr.TE** based at

You are requested to report to the following address on 10/7/17 at 10.00A.M, for your Induction & Training.

92, G.N. Chit Street, T. Nagar, Chennai - 17

The following documents are essential to process your appointment with us, requesting you to carry the same on the date of joining

1. 02 reference letters from well-known citizens (other than your friends, relatives and teachers) vouching your character and conduct (with contact number).
2. 03 stamp size colour photographs (with neck-tie).
3. One family photograph.
4. Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
5. Blood group certificate.
6. Copy of your election card/passport/family ration card.
7. PAN Card Copy
8. Past Company Relieving Order

Kindly sign our register as a token of your acceptance,

In case of any queries or clarifications, please do not hesitate to contact

Mr. K.Saigoban, Contact No: 95005 16333 ,

We look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,

K.Saigoban
For Eureka Forbes India
Authorised Signatory



S10 Healthcare Solutions (P) Ltd
No 21 Race course road
Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

7th June 2017

Ms. Abinaya D
Chennai

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as **“Tr. Health Information Analyst”** and Stipend would be Rs: 10500 /-

In Addition to the above stipend, **Variable pay of Rs: 3000** will be paid every month. (On Deployment)

You are required to join us on or before **19th Jun 2017**. You are requested to bring with you the following documents at the time of joining your duties.

1. Four passport size photographs
2. Copies of educational/professional qualifications and experience certificates.
3. Copies of Id proof/Address proof.
4. Any Two references (Family or Friends)

We trust that your knowledge, skills and experience will be among our most valuable assets.

Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

Thanking you,

Human Resources

SUTHERLAND



PROVISIONAL OFFER LETTER

Date : 4/19/2017

Campus Name: Prathyusha Engineering College

Dear Akshai Kumar - BE-EEE (NV)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo: +91 44 4391 7984
CIN: U72200TN2000PTC045578

Congratulations!

Welcome To The Family of Eureka Forbes!!

Date: 11/01/17

Dear Mr. P. ANUSHTA,
This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **PST / TE / Sr. TE** based at

You are requested to report to the following address on 10/01/17 at 10.00A.M, for your Induction & Training. 92, G.N.Chetty Road.

Chennai, T. Nagar.

The following documents are essential to process your appointment with us, requesting you to carry the same on the date of joining

1. 02 reference letters from well-known citizens (other than your friends, relatives and teachers) vouching your character and conduct (with contact number).
2. 03 stamp size colour photographs (with neck-tie).
3. One family photograph.
4. Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
5. Blood group certificate.
6. Copy of your election card/passport/family ration card.
7. PAN Card Copy
8. Past Company Relieving Order

Kindly sign our register as a token of your acceptance,

In case of any queries or clarifications, please do not hesitate to contact

Mr. K. Sathishan, Contact No: 9500566333."

We look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,

For Eureka Forbes Limited

K. Sathishan

Authorised Signatory



S10 Healthcare Solutions (P) Ltd

No 21 Race course road
Gundy, Chennai 600 032
Tamil Nadu, India.
T : +91 44 40510 510
www.s10health.com

7th June 2017

Ms. Aparna J
Chennai

OFFER LETTER

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you a position as "T: Health Information Analyst" and Stipend would be Rs: 10500/-

In Addition to the above stipend, **Variable pay of Rs: 3000** will be paid every month. (On Deployment)

You are required to join us on or before **19th Jun 2017**. You are requested to bring with you the following documents at the time of joining your duties.

1. Four passport size photographs
2. Copies of educational/professional qualifications and experience certificates.
3. Copies of Id proof/Address proof.
4. Any Two references (Family or Friends)

We trust that your knowledge, skills and experience will be among our most valuable assets.

Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

Thanking you,


Human Resources



S10 Healthcare Solutions (P) Ltd

No 21 Race course road
Gundy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

7th June 2017

**Ms. Arasavarthini V
Chennai**

OFFER LETTER

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you a position as **“Tr. Health Information Analyst”** and Stipend would be Rs: 10500 /-

In Addition to the above stipend, **Variable pay of Rs: 3000** will be paid every month. (On Deployment)

You are required to join us on or before **19th Jun 2017**. You are requested to bring with you the following documents at the time of joining your duties.

1. Four passport size photographs
2. Copies of educational/professional qualifications and experience certificates.
3. Copies of Id proof/Address proof.
4. Any Two references (Family or Friends)

We trust that your knowledge, skills and experience will be among our most valuable assets.

Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

Thanking you,

Human Resources

Congratulations!

Welcome To The Family of Eureka Forbes!!

Date: 11/01/17

Dear Mr. Ashkathaman. S

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of PST / TE / Sr. TE based at

You are requested to report to the following address on 10/7/17 at 10.00A.M, for your Induction & Training.

92, G.V. Chetty Street, T. Nagar, Chennai - 17

The following documents are essential to process your appointment with us, requesting you to carry the same on the date of joining

1. 02 reference letters from well-known citizens (other than your friends, relatives and teachers) vouching your character and conduct (with contact number).
2. 03 stamp size colour photographs (with neck-tie).
3. One family photograph.
4. Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
5. Blood group certificate.
6. Copy of your election card/passport/family ration card.
7. PAN Card Copy
8. Past Company Relieving Order

Kindly sign our register as a token of your acceptance,

In case of any queries or clarifications, please do not hesitate to contact

Mr. K. Sessilaman, Contact No: 95005 66333

We look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,

For Eureka Forbes Limited



Authorized Signatory



Conditional Offer of Employment

01st March, 2017

Name : P Ashwini
Address : P / 27, Sri Sai Nagar, Ramapuram,
Puttur, Tiruvallur – 602 024.

Dear Ashwini,

With reference to our discussions, we are pleased to offer position of "Software Engineer-Trainee" at "Level-1" in our Company. Your total Cost to Company (CTC) will be Rs. 1,44,000/- per annum post successfully completion of the 45-day Intensive training. The other details about your CTC are presented in Annexure A.

Your appointment will be governed by the terms and conditions of the employment. You will also be governed by the rules, regulations and practices in vague and those that may change from time to time.

Terms and conditions for the Offer:

- You are required to undergo the mandatory 45-day training at our office and should successfully complete, to join us in our services. The company bears all the expenses for this training.
- Organization is liable to terminate this offer if your performance is not up to our satisfactory level during the training.
- The training will be about 5 hours per day, 6 days per week (Mon-Sat). No leaves or absence will be entertained during the training.
- No Stipend or Salary will be paid during the training.

Please Note:

- This appointment is subject to satisfactory professional reference checks
- This offer is valid for 15 days from the date of offer.

We are certain that you will find a career with the company to be both challenging and rewarding. We look forward to you joining with us.

Regards,

The above terms and conditions are acceptable to me.



Authorized Signature

Candidate's Signature

Congratulations!

Welcome To The Family of Eureka Forbes!!

Date: 11/01/17

Dear Mr. Balaji. C.

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **PST / TE / Sr. TE** based at

You are requested to report to the following address on 10/07/16 at 10.00A.M, for your Induction & Training.

92, Govindachetty Street, T. Nagar, Chennai

The following documents are essential to process your appointment with us, requesting you to carry the same on the date of joining

1. 02 reference letters from well-known citizens (other than your friends, relatives and teachers) vouching your character and conduct (with contact number).
2. 03 stamp size colour photographs (with neck-tie).
3. One family photograph.
4. Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
5. Blood group certificate.
6. Copy of your election card/passport/family ration card.
7. PIN Card Copy
8. Past Company Relieving Order

Kindly sign our register as a token of your acceptance,

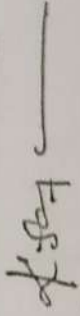
In case of any queries or clarifications, please do not hesitate to contact

Mr. K. Seshilamudra, Contact No: 95005 66333.

We look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,

For Eureka Forbes Limited



Authorized Signatory



Fwd: IBM India Pvt Ltd - Expression Of Interest

1 message

Manikandan P <manikandan2503@gmail.com>
To: Manikandan EEE <manikandan.eee@prathyusha.edu.in>

Sat, Jun 24, 2017 at

----- Forwarded message -----
From: **banupriya annadurai** <banupriyannadurai@gmail.com>
Date: Tue, Jun 13, 2017 at 5:06 PM
Subject: Fwd: IBM India Pvt Ltd - Expression Of Interest
To: manikandan2503@gmail.com

----- Forwarded message -----
From: "gtiscampus@in.ibm.com" <Enterprise@trm.brassring.com>
Date: 12 Sep 2016 14:51
Subject: IBM India Pvt Ltd - Expression Of Interest
To: <banupriyannadurai@gmail.com>
Cc:

Dear BANUPRIYA A,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytical key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow the steps:

1. Log in to the Candidate Portal here: Candidate Portal Hyperlink
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

While you do so, we sincerely request you to review your experience with us on Classdoor and inspire others like you. Please find the PDF attached with this mail for more details.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,
IBM India University Hiring Team
IBM India Pvt. Ltd.
Maniyata Embassy Business Park
G2 Block, Nagawara Outer Ring Road
Bangalore - 560045

Congratulations!

Welcome To The Family of Eureka Forbes!!

Date: 11/01/17

Dear Mr. S. Dinesh Kumar

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **PST / TE / Sr. TE** based at

You are requested to report to the following address on 10/07/17 at 10.00A.M, for

T. Nagar, Chennai - 17

The following documents are essential to process your appointment with us, requesting you to carry the same on the date of joining

1. 02 reference letters from well-known citizens (other than your friends, relatives and teachers) vouching your character and conduct (with contact number).
2. 03 stamp size colour photographs (with neck-tie).
3. One family photograph.
4. Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
5. Blood group certificate.
6. Copy of your election card/passport/family ration card.
7. PAN Card Copy
8. Past Company Relieving Order

Kindly sign our register as a token of your acceptance,

In case of any queries or clarifications, please do not hesitate to contact

Mr. K. Sathya Kumar, Contact No: 95005 66333

We look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,



K. Sathya Kumar

Congratulations!

Welcome To The Family of Eureka Forbes!!

Date: 11/01/17

Dear Mr. V. Dinesh,

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **PST / TE / Sr.TE** based at

You are requested to report to the following address on 10/07/17 at 10.00A.M, for your Induction & Training.

92, G.V.Chetty Street, T. Nagar, Chennai - 16

The following documents are essential to process your appointment with us, requesting you to carry the same on the date of joining

1. 02 reference letters from well-known citizens (other than your friends, relatives and teachers) vouching your character and conduct (with contact number).
2. 03 stamp size colour photographs (with neck-tie).
3. One family photograph.
4. Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
5. Blood group certificate.
6. Copy of your election card/passport/family ration card.
7. PAN Card Copy
8. Past Company Relieving Order

Kindly sign our register as a token of your acceptance,

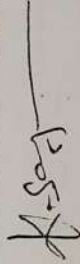
In case of any queries or clarifications, please do not hesitate to contact

Mr. K. Sathya Lakshmi, Contact No: 95005 66333,

We look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,

For Eureka Forbes Limited



Authorised Signatory

Congratulations!

Welcome To The Family of Eureka Forbes!!

Date: 11/4/17

Dear Mr. S. Divya Kumar

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **PST / TE / Sr.TE** based at

You are requested to report to the following address on 10/07/17 at 10.00A.M, for

the following documents are essential to process your appointment with us, requesting you to carry the same on the date of joining

1. 02 reference letters from well-known citizens (other than your friends, relatives and teachers) vouching your character and conduct (with contact number).
2. 03 stamp size colour photographs (with neck-tie).
3. One family photograph.
4. Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
5. Blood group certificate.
6. Copy of your election card/passport/family ration card.
7. PAN Card Copy
8. Past Company Relieving Order

Kindly sign our register as a token of your acceptance,


In case of any queries or clarifications, please do not hesitate to contact

Mr. K. Suresh Kumar, Contact No: 95005 66333,"

We look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,

For Eureka Forbes Limited


Authorised Signatory



14th March 2017

Gopi

+91 9790874184

gopiraina12@gmail.com

Dear Gopi,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade, business, occupation or employment.


15/3/17

14th March 2017

Gopinath M

+91 9514277054

gopinathm@gmail.com

Dear Gopinath,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade, business, occupation or employment.

M. Gopinath's

15/03/2017



S10 Healthcare Solutions (P) Ltd

No 21 Race course road
Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

7th June 2017

**Ms. Gunavathi V
Chennai**

OFFER LETTER

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you a position as “**Tr. Health Information Analyst**” and Stipend would be Rs: 10500 /-

In Addition to the above stipend, **Variable pay of Rs: 3000** will be paid every month. (On Deployment)

You are required to join us on or before **19th Jun 2017**. You are requested to bring with you the following documents at the time of joining your duties.

1. Four passport size photographs
2. Copies of educational/professional qualifications and experience certificates.
3. Copies of Id proof/Address proof.
4. Any Two references (Family or Friends)

We trust that your knowledge, skills and experience will be among our most valuable assets.

Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

Thanking you,

Human Resources



Manikandan EEE <manikandan.eee@prathy

Fwd: IBM India Pvt Ltd - Expression Of Interest

1 message

revanth venkat <revanthvenkat36@gmail.com>
To: manikandan.eee@prathyusha.edu.in

Tue, Jun 20, 20

----- Forwarded message -----

From: "gtscampus@in.ibm.com" <Enterprise@trm.brassring.com>
Date: 12 Sep 2016 14:57
Subject: IBM India Pvt Ltd - Expression Of Interest
To: <Revanthvenkat36@gmail.com>
Cc:

Dear Revanth GUNTURU,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow the steps:

1. Log in to the Candidate Portal here: [Candidate Portal Hyperlink](#)
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

While you do so, we sincerely request you to review your experience with us on Glassdoor and include your feedback. Please find the PDF attached with this mail for more details.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,
IBM India University Hiring Team
IBM India Pvt. Ltd.
Maniyata Embassy Business Park
G2 Block, Nagawara Outer Ring Road
Bangalore - 560045

Note:

- We request you to kindly accept the Letter within 5 days of its receipt
- Should there be any queries or concerns regarding your Expression of Interest, please contact us at +91 80 491 40279 (Monday - Friday, 9 AM - 5 PM)

Congratulations!

Welcome To The Family of Eureka Forbes!!

Date: 11/01/17

Dear Mr. V. Jagan Prasad,

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **PST / TE / Sr. TE** based at

You are requested to report to the following address on 10/07/17 at 10.00A.M., for your induction & Training.

92, G.W. Chetty Street, T. Nagar, Chennai - 17

The following documents are essential to process your appointment with us, requesting you to carry the same on the date of joining

1. 10 reference letters from well-known citizens (other than your friends, relative and teachers) vouching your character and conduct (with contact number).
2. 10 stamp size colour photographs (with neck-tie).
3. One family photograph.
4. Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
5. Blood group certificate.
6. Copy of your election card/passport/family ration card.
7. PAN Card Copy
8. Past Company Rejoining Order

Kindly sign our register as a token of your acceptance,

In case of any queries or clarifications, please do not hesitate to contact

Mr. K. S. Skilston, Contact No. 98005 66333

We look forward to a mutually beneficial association and supporting you in your career aspirations

Yours faithfully,

For Eureka Forbes Limited



Authorized Signatory

Ref:TECHLABS/OFFER-C/01/03/2017-0029
Dated: 01 Mar 2017

Mr. G. Hari Prasad
6, GF-B, Udayam Apartment, C
hruch Street, Sathya Nagar, Padi,
Chennai-Tamil Nadu

SUB: - OFFER LETTER
Dear Mr. G. Hari Prasad

We are pleased to inform you that your application has been duly considered and you have been selected for the post of Sales Engineer (ASG) (Grade T-1) in our organization on the terms and conditions as enumerated below and successful background check.

Your date of joining in Trident Techlabs, Chennai is **01 Mar 2017**.

Your initial probation period will be 6 months from the date of joining the organization. On successful completion of the probation period, your performance will be evaluated and lead to the confirmation along with the increment in the salary.

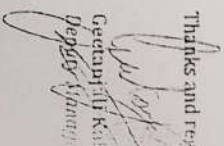
Your initial place of posting will be Chennai. However, the company reserves the right to transfer you to any other location in the country.

Your annual emolument is Rs. 193590 /- (Rupees One lakhs ninety three thousand five hundred ninety only) as a fixed annual CTC and based on your performance, you will be entitled for the variable part as monthly incentive of 15% and quarterly incentive of 25% of the fixed annual CTC. Your annual CTC including variables is Rs.276076 /- (Rupees Two lakhs seventy six thousand seventy six only).

You are requested to give your acceptance to this offer letter.

Wishing you all the best in your career with Trident Techlabs.

Thanks and regards,


Geethapriya Kanna
Deputy Manager (Corporate Affairs)



21.04.2017

Ms. Indu M
29, Ramachandran street,
Porambur, Chennai: 600011

Dear Indu,

Congratulations on taking your first steps towards successful and rewarding career with eNoah. Further to our discussion, we have pleasure in provisionally offering you the position of Associate - International Voice Process. You are supposed to join us at the earliest for the training.

Your training period will be for 30days from the date of joining. After successful completion of training, you will become an employee of eNoah. During the training period, you will be offered a stipend of Rs. 12000 /- which will include your night shift allowance of Rs. 2000/-.

You will be initially placed at Chennai. Your overall earnings per year will be Rs.2,24,000/- P.a.(approx.) This will include your Annual CTC, Rs.1,76,000/- P.a. + Night Shift Allowance (as per policy) Rs.24,000/- P.a. *(based on attendance) + Voice Allowance (as per policy Rs.24,000/- P.a.)*

Please submit the following documents within 25 days from the date of this letter.

- > Proof of Address & Identity;
- > Proof of educational qualifications
- > Service certificate / Appointment letter of previous and present organisation(if applicable);
- > Copy of last drawn pay slips(if applicable);
- > Proof of incentives drawn (if any);
- > 2 stamp size and 2 passport size photographs;
- > Medical examination report - Will be given after joining the company.

Upon receipt of the above documents, an appointment letter with a detailed break up of compensation and HR policy extracts will be issued to you. This offer is valid subject to the following

- > Genuinity of the documents submitted by you;
- > Satisfactory reference checks and
- > Pre-employment medical health examination
- > Ability to pass the initial pre assessment done during the training period.

In exceptional circumstances like breach of discipline, low productivity and poor quality of work reserves the right to rescind the offer of and eNoah will not be responsible for any liability thereof.

We look forward to welcome you on board!

Best regards,

For eNoah ISOLDI - India Private Limited

Rajesh Kumar G
Manager - Human Resource

Congratulations!

Welcome To The Family of Eureka Forbes!!

Date: 11/1/07

Dear Mr. T. Jayakumar,

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **PST / TE / Sr. TE** based at

You are requested to report to the following address on 10/07/07 at 10.00A.M, for your Induction & Training. 92, G.N. Chetty Road

T. Nagaraj, Chennai-17.

The following documents are essential to process your appointment with us, requesting you to carry the same on the date of joining

1. 02 reference letters from well-known citizens (other than your friends, relatives and teachers) vouching your character and conduct (with contact number).
2. 03 stamp size colour photographs (with neck-tie).
3. One family photograph.
4. Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
5. Blood group certificate.
6. Copy of your election card/passport/family ration card.
7. PAN Card Copy
8. Past Company Relieving Order

Kindly sign our register as a token of your acceptance,

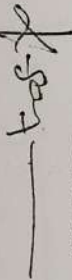
In case of any queries or clarifications, please do not hesitate to contact

Mr. K. Sasibharan, Contact No: 9500566333.,

We look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,

For Eureka Forbes Limited



Authorized Signatory

Conditional Offer of Employment

01st March, 2017

Name : T. Jeyaraman
Address : Banglavil Parambil, Kandicherry,
Kochickal West Fort Mavelikkara,
Alleppey, Kerala – 690 101.

Dear Jeyaraman,

With reference to our discussions, we are pleased to offer position of "Software Engineer-Trainee" at "Level-1" in our Company. Your total Cost to Company (CTC) will be Rs. 1,44,000/- per annum post successfully completion of the 45-day Intensive training. The other details about your CTC are presented in Annexure A.

Your appointment will be governed by the terms and conditions of the employment. You will also be governed by the rules, regulations and practices in vague and those that may change from time to time.

Terms and conditions for the Offer:

- You are required to undergo the mandatory 45-day training at our office and should successfully complete, to join us in our services. The company bears all the expenses for this training.
- Organization is liable to terminate this offer if your performance is not up to our satisfactory level during the training.
- The training will be about 5 hours per day, 6 days per week (Mon-Sat). No leaves or absence will be entertained during the training.
- No Stipend or Salary will be paid during the training.

Please Note:

- This appointment is subject to satisfactory professional reference checks
- This offer is valid for 15 days from the date of offer.

We are certain that you will find a career with the company to be both challenging and rewarding. We look forward to you joining with us.

Regards,

The above terms and conditions are acceptable to me.

Authorized Signature



Candidate's Signature



Prathyusha Placement <placement@prathyusha.edu.in>

EE-12

Fwd: IBM India Pvt Ltd - Expression Of Interest

E Kavitha E Kavitha <ekavitha1996@gmail.com>

Thu, Jun 8, 2017 at 11:43 AM

To: placement@prathyusha.edu.in

----- Forwarded message -----

From: gtscampus@in.ibm.com <Enterprise@trm.brassring.com>

Date: 12 September 2016 at 14:51

Subject: IBM India Pvt Ltd - Expression Of Interest

To: ekavitha1996@gmail.com

Dear KAVITHA E,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

1. Log in to the Candidate Portal here: [Candidate Portal Hyperlink](#)
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

While you do so, we sincerely request you to review your experience with us on Classdoor and inspire others like you. Please find the PDF attached with this mail for more details.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,

IBM India University Hiring Team

IBM India Pvt. Ltd.

Maniyata Embassy Business Park

G2 Block, Nagawara Outer Ring Road

Bangalore - 560045

Note:

- We request you to kindly accept the Letter within 5 days of its receipt
- Should there be any queries or concerns regarding your Expression of Interest, feel free to connect with us on: +91 80 491 40279 (Monday - Friday: 10.00AM - 5.00PM). We shall be happy to help you

Attached Files:

Congratulations!

Welcome To The Family of Eureka Forbes!!

Date: 11/01/17

Dear Mr. M. KATHIRK.,

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **PST / TE / Sr.TE** based at

You are requested to report to the following address on 10/07/17 at 10.00A.M, for your Induction & Training.

92, G.V. Chetty St
T. Nagar, Chennai - 17

The following documents are essential to process your appointment with us, requesting you to carry the same on the date of joining

1. 02 reference letters from well-known citizens (other than your friends, relatives and teachers) vouching your character and conduct (with contact number).
2. 03 stamp size colour photographs (with neck-tie).
3. One family photograph.
4. Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
5. Blood group certificate.
6. Copy of your election card/passport/family ration card.
7. PAN Card Copy
8. Pasi Company Relieving Order

Kindly sign our register as a token of your acceptance.

In case of any queries or clarifications, please do not hesitate to contact Mr. K. Seshil Kumar, Contact No: 95005 66333,

We look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,

For Eureka Forbes Limited

Authorised Signatory

**INDIAN SCHOOL OF
ENTREPRENEURSHIP
AND MANAGEMENT**



I.N.D.I.A. TRUST
(Integrated National Development in Action TRUST)

A National Trust Non Governmental Organisation (NGO)
www.indiastud.org | www.entrustindia.org
sankhdeep@gmail.com | profank@gmail.com
Ph: 80000 05541 | 041 65511382



INDIA TRUST is a Trust set up for Entrepreneurship Development Institute of India, Ahmedabad.
Organized by Institute, Bangalore, Mysore, Chennai, Hyderabad, Kolkata, Lucknow, Mumbai and Varanasi.
Sponsored by Institute, Bangalore, Mysore, Chennai, Hyderabad, Kolkata, Lucknow, Mumbai and Varanasi.
Chartered by Institute, Bangalore, Mysore, Chennai, Hyderabad, Kolkata, Lucknow, Mumbai and Varanasi.
Incorporated by Institute, Bangalore, Mysore, Chennai, Hyderabad, Kolkata, Lucknow, Mumbai and Varanasi.

Letter of Offer for Pre Employment Internship

Date: 25/04/2017
Dear Mr./Ms. M. Lakshmi

Sub: Letter of Offer for Pre Employment Internship

- We are pleased to offer you a pre-employment registration to our organization as Executive Trainee with effect from your joining date. You will be based in our Head Office at Chennai.
 - You will be undergoing professional training for 50 working days (i.e. April/May 2017) and after your completion of university exams.
 - After the successful completion of the training you will be taken into our organization in various departments viz. HR, Business Development, Training and Pre-employment, IT, Customer Care, Education, Counseling, Social Media. You will be undertaking inter-departmental rotating duties and responsibilities.
 - Your employment with us will be governed by the Organization's Terms & Conditions.
 - Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a part of above we retain the right to review our offer of employment.
 - During your Training period of 50 days, you are not entitled for any compensation.
 - After the training, during the subsequent month of probation period (July to September 2017) you will be receiving a stipend of Rs.12,500.00 to Rs.15,000.00 based on your responsibilities which will be decided by the company.
- The following is the detailed salary structure:

Basic Pay	Rs. 7,500.00
House Rent Allowance	Rs. 2,500.00
Conveyance Allowance	Rs. 2,500.00
Performance Incentives	Based on performance
Total	Rs. 15,000.00

- After the probation period, your salary will be up scaled based on your performance upto Rs.2.5 Lakh per annum.
 - The performance criteria of the company should be achieved without fail.
 - During the training period and probation period if you are found to be:
 - irregular/undisciplined
 - non-compliance of rules and regulations
 - non performance
- Your services will be terminated without any notice whatsoever. The company's decision is final in this regard.
- You are requested to submit all the photocopies of your certificates at the time of joining the training.
 - Please sign and return duplicate copy of this letter in token of your acceptance.
 - We congratulate you on your appointment and wish you a long and successful career with us. We assure you of our support for your professional development and growth.

Yours Sincerely,
M. Lakshmi
M. LAKSHMI
General Manager Human Resources

INDIA TRUST 1992 - 2017
Celebrating 25 years in the service of
BUILDING INDIA

TANTIA INF DEPARTMENT OF REGISTERED FORMERLY INTERNATIONAL

SERVICE CENTRE INDUSTRIES AND COMMERCE WITH MSME ASSOCIATE PARTNER OF

OF TAMIL NADU GOVT OF TAMILNADU GOVT OF INDIA CAMBRIDGE UNIVERSITY U

600 000THIRU CHADDAHUS, #2, 13th Street, Santhiam Colony, Anna Nagar West Extension, Thiruvannamalai, Chennai - 600101, Tamil Nadu, IN
Land Mark: (Between Leo Maria School and Ooty Vegetables) (besides CSI Ewart's School)
[Near Soundarya Colony] (Behind H-Style - 1st right 2nd left) [opposite to santhiam vinnayagar temple]

May 08, 2017

Miss. S. Megala,
D/o. D. Sankar,
1,5th street, East Banu Nagar,
Pudur, Ambattur,
Chennai – 600053.

Dear Miss. S. Megala,

Sub.: Apprenticeship Training order

With reference to your application and further interview you had with us, we are pleased to offer the position of 'Graduate Apprentice' under the Board of Apprenticeship Training as per the Apprentice Act, 1961.

1. Your Training will be for a period of one year i.e. from **08.05.2017 to 07.05.2018** and during this period, you will be paid a consolidated stipend of **Rs.9,800/-** per month.
2. The training does not confer any right for employment in our Company.
3. During the training period, you will be governed by the rules and regulations that are prevalent and which may be brought into force by the Company from time to time.

In token of your acceptance and agreement of the terms contained herein please sign and return the duplicate copy.

Thanking you,

For Stanadyne India Private Limited,



R. Ramesh
Assistant General Manager – Human Resources

I have understood and accepted the above terms and conditions and agreed to abide by the same.


Signature of the Apprentice

Stanadyne India Private Limited

(Formerly known as Stanadyne Amalgamations Private Limited)

No.96, Aranyajal Village, Poonamallee - Thiruvallur High Road,
Thiruvallur 602 025, Tamil Nadu, India

Tel: (91) 44 376783000, Fax: (91) 44 376783108

www.stanadyne.com E-mail: contact@stanadyne.com



Fwd: IBM India Pvt Ltd - Expression Of Interest

mohammed nishad <mohammednishad67@gmail.com>
To: placement@prathyusha.edu.in

Fri, Jul 14, 2017 at 12:39 PM

----- Forwarded message -----

From: Manikandan EEE <manikandan.eee@prathyusha.edu.in>
Date: Tuesday, June 13, 2017
Subject: IBM India Pvt Ltd - Expression Of Interest
To: mohammed nishad <mohammednishad67@gmail.com>

THANK U

On Tue, Jun 13, 2017 at 4:45 PM, mohammed nishad <mohammednishad67@gmail.com> wrote:

>
>
>
>
> ----- Forwarded message -----
> From: gitscampus@in.ibm.com <Enterprise@trm.brassring.com>
> Date: Monday, September 12, 2016
> Subject: IBM India Pvt Ltd - Expression Of Interest
> To: mohammednishad67@gmail.com

>
> Dear mohammed nishad K P,

> We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

> Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in this transformation together.

> We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

- > 1. Log in to the Candidate Portal here: Candidate Portal Hyperlink
- > 2. Click the letter "Expression of Interest"
- > 3. Review the document to understand your offer with IBM India
- > 4. Click Accept.

> While you do so, we sincerely request you to review your experience with us on Glassdoor and inspire others like you. Please find the PDF attached with this mail for more details.

> We heartily congratulate you and look forward to welcome you at IBM!

> Sincerely,

> IBM India University Hiring Team

> IBM India Pvt. Ltd.

> Manyata Embassy Business Park

IBM India Pvt Ltd - Expression Of Interest

Inbox x

12/09/20
16

gtscampus@in.ibm.com <Enterprise@trm.brassring.com>

to me

English
Korean

Translate message

Turn off for: English

Dear Nalini V,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

1. Log in to the Candidate Portal here: [Candidate Portal Hyperlink](#)
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

While you do so, we sincerely request you to review your experience with us on Glassdoor and inspire others like you. Please find the PDF attached with this mail for more details.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,

IBM India University Hiring Team

IBM India Pvt. Ltd.

Manvata Embassy Business Park

G2 Block, Nagawara Outer Ring Road

Bangalore - 560045



14th March 2017

Nivedhitha M

+91 9962388409

nivedhithamuthural23@gmail.com

Dear Nivedhitha,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade, business, occupation or employment.



Fwd: IBM India Pvt Ltd - Expression Of Interest

1 message

Thu, Jun 22, 2017 at 3:56 PM

pooja gopinath <poojaporkodi196@gmail.com>
To: manikandan.eee@prathyusha.edu.in

----- Forwarded message -----
From: gtscampus@in.ibm.com <Enterprise@trm.brassring.com>
Date: Mon, Sep 12, 2016 at 2:57 PM
Subject: IBM India Pvt Ltd - Expression Of Interest
To: poojaporkodi196@gmail.com

Dear Pooja G,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

1. Log in to the Candidate Portal here: Candidate Portal Hyperlink
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

While you do so, we sincerely request you to review your experience with us on Classdoor and inspire others like you. Please find the PDF attached with this mail for more details.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,
IBM India University Hiring Team
IBM India Pvt. Ltd.
Maniyata Embassy Business Park
G2 Block, Nagawara Outer Ring Road
Bangalore - 560045

Note:
- We request you to kindly accept the Letter within 5 days of its receipt
- Should there be any queries or concerns regarding your Expression of Interest, feel free to connect with us on: +91 80 491 40279 (Monday - Friday: 10.00AM - 5.00PM). We shall be happy to help you

Attached Files:
Welcome to the IBM family.pdf



14th March 2017

Poornima

+91 9944540940

poornimabala95@gmail.com

Dear Poornima,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade, business, occupation or employment.

Received after letter

P. Poornima

Block 7, 11th Floor DLF IT SEZ Park, 1/124 Shivaji Gardens, Manapakkam, Chennai - 600089, India

NSM Services Private Limited

CIN: U72200TN2015PTC101740

www.NationstarMtg.com



Manikandan EEE <manikandan.eee@prath

Fwd: IBM India Pvt Ltd - Expression Of Interest

1 message

Tue, Jun 20,

priyadharshini d <priyadharshinid24@gmail.com>
To: manikandan.eee@prathyusha.edu.in

----- Forwarded message -----

From: "gtscampus@in.ibm.com" <Enterprise@trm.brassring.com>
Date: Sep 12, 2016 2:57 PM
Subject: IBM India Pvt Ltd - Expression Of Interest
To: <priyadharshinid24@gmail.com>
Cc:

Dear Priyadharshini D,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advanced key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and we look forward to this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow the steps:

1. Log in to the Candidate Portal here: [Candidate Portal Hyperlink](#)
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

While you do so, we sincerely request you to review your experience with us on Glassdoor and let us know how you like you. Please find the PDF attached with this mail for more details.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,
IBM India University Hiring Team
IBM India Pvt. Ltd.
Manyata Embassy Business Park
G2 Block, Nagawara Outer Ring Road
Bangalore - 560045

Note:

- We request you to kindly accept the Letter within 5 days of its receipt
- Should there be any queries or concerns regarding your offer, please contact us at [redacted]



IBM India Pvt Ltd - Expression Of Interest

1 message

mano sankari <manosankari20@gmail.com> Tue, Jun 20, 2017

To: manikandan.eee@prathyusha.edu.in

----- Forwarded message -----

From: "mano sankari" <manosankari20@gmail.com>

Date: 20 Jun 2017 11:15 a.m.

Subject: Fwd: IBM India Pvt Ltd - Expression Of Interest

To: "priyadharshini d" <priyadharshiniid24@gmail.com>

Cc:

----- Forwarded message -----

From: "gtscampus@in.ibm.com" <Enterprise@trn.brassring.com>

Date: 12 Sep 2016 2:51 p.m.

Subject: IBM India Pvt Ltd - Expression Of Interest

To: <manosankari20@gmail.com>

Cc:

> Dear Raja mano sankari R,

- >
- > We are excited to welcome you into our IBM family. We are pleased to inform you that our letter "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.
- >
- > Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM in this transformation together.
- >
- > We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:
- >
- > 1. Log in to the Candidate Portal here: [Candidate Portal Hyperlink](#)
- > 2. Click the letter "Expression of Interest"
- > 3. Review the document to understand your offer with IBM India
- > 4. Click Accept.
- >
- > While you do so, we sincerely request you to review your experience with us on Glassdoor and others like you. Please find the PDF attached with this mail for more details.
- >
- > We heartily congratulate you and look forward to welcome you at IBM!
- >
- > Sincerely,
- > IBM India University Hiring Team

Subject: POTHIGAI POWER RESULT
From: Dharani O (placement@kingsengineeringcollege.in)
To: placementssle@gmail.com; sasthplacement@gmail.com; place_prathyusha@yahoo.com; pallavanplacement@gmail.com; placementtagore@gmail.com; nce_edu@yahoo.co.in;
Date: Tuesday, 21 February 2017 9:14 AM

FOLLOWING STUDENTS GOT PLACED IN POTHIGAI POWER DRIVE CONDUCTED ON 20/02/2017

1. VIGNESHWARAN - JPR - WAITING LIST ✓
2. KARTHICK - JPR - WAITING LIST ✓
3. ARAVIND - KINGS - WAITING LIST ✓
4. MANIGANDAN - SASTHA - PLACED ✓
5. SUPRIYA - TAGORE - PLACED ✓
6. DGANA JOSEPHINE - JPR - PLACED ✓
7. RUDHARAN - PRATHUYSHA - PLACED ✓
8. MOHAMED JAVEED-MEENAKSHI - PLACED ✓
9. RUKSHANA NASRIN-PALLAVAN - PLACED ✓
10. NAGARAJAN - SASTHA - PLACED ✓
11. HUSSAIN - PRATHUYSHA - WAITING LIST ✓
12. TAMIL MANI - PALLAVAN - JPR - WAITING LIST ✓
13. ALPHONSE - JPR - PLACED ✓
14. ANU PRIYA - PRATHUYSHA JPR - WAITING LIST ✓

Ms. Dharani
See
2 part up copy
Nite

Tech Mahindra

Tech Mahindra Limited
InfoTech, Hitech City Layout,
Madhapur, Hyderabad 500084, India.
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011
Registered Office: Apollo Bunder
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1988PLC041370

1488327 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear Satram

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer at Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000. (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

At the time of joining, you are required to sign a service bond with our Organization. As per this bond, you will be required to serve the Company for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** towards damages to the Company.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

This Letter of Intent is valid subject to you being medically fit, completing your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% in HSC or equivalent course and minimum of First Class/60% in all other courses completed by you prior to your qualifying academic course, successfully completing any Company organized training imparted prior to your date of joining and also completing all necessary legal documentations pertaining to your employment.

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus joining Team on (mail id: CampusJoining@techmahindra.com) which in any case should not be later than **07-Feb-2017** failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group

Yours sincerely,
E Satram



Prathyusha Placement <placement@prathyusha.edu.in>

Fwd: IBM India Pvt Ltd - Expression Of Interest

Tue, May 30, 2017 at 11:18 AM

sanjay sanjay <sanjab007@gmail.com>
To: placement@prathyusha.edu.in

----- Forwarded message -----
From: "jiscampus@in.ibm.com" <Enterprise@in.ibm.com>
Date: 12-Sep-2016 2:51 PM
Subject: IBM India Pvt Ltd - Expression Of Interest
To: <sanjab007@gmail.com>
Cc:

Dear SANJAY R,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

1. Log in to the Candidate Portal here: Candidate Portal Hyperlink
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

While you do so, we sincerely request you to review your experience with us on Classroom and inspire others like you. Please find the PDF attached with this mail for more details.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,
IBM India University Hiring Team
IBM India Pvt. Ltd.
Manayata Embassy Business Park
G2 Block, Nagawara Outer Ring Road
Bangalore - 560045

Note:
- We request you to kindly accept the Letter within 5 days of its receipt
- Should there be any queries or concerns regarding your Expression of Interest, feel free to connect with us on: +91 80 491 4 279 (Monday - Friday: 10:00AM - 5:00PM). We shall be happy to help you

Attached Files:
Welcome to the IBM family.pdf

28th August 2017

Santhosh P

+91 9003154335

santr15@gmail.com

Dear Santhosh,

I am pleased to confirm our offer for the position of **Process Associate - Trainee** with Xome Services India Private Limited (the "Company"). Your work location will be **Chennai, India**.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade, business, occupation or employment.
4. Probation: Probation: You will be on probation for a period of 6 months from the date of your joining service. Your performance will be reviewed at the end of the probation period, post which if found satisfactory, your services will be confirmed in writing. It should be noted that unless your services are confirmed in writing, it would be presumed that you continue to be on probation. During this probation period, the Company will reserve the right to terminate your appointment at any time by giving 1 (one) months' notice or payment in lieu of notice.

Xome Services India Private Limited

(Formerly Known as Solutionstar Services India Private Limited)


Block No. 5, 6th Floor, DLF IT Park, 1/124, Shivaji Gardens, Ramapuram, Chennai – 600089

CIN: U74999TN2014FTC098490

www.Xome.com

600089

S. V. R. Pillai


SUTHERLAND
PROVISIONAL OFFER LETTER

Campus Name: Prathyusha Engineering College

Date: 4/19/2017

Dear Sathish Kumar - BE-EEE (NV)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

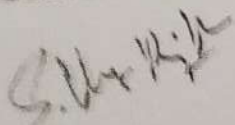
You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland



Authorized Signatory

Candidate Acceptance

Congratulations!

Welcome To The Family of Eureka Forbes!!

Date: 11/01/17

Dear Mr. R. Senthil Kumar
This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of PST / TE / Sr.TE based at

You are requested to report to the following address on 10/7/17 at 10.00A.M, for your Induction & Training.

92, G.N. Chetty Street, T. Nagar, Chennai - 1

The following documents are essential to process your appointment with us, requesting you to carry the same on the date of joining

1. 02 reference letters from well-known citizens (other than your friends, relatives and teachers) vouching your character and conduct (with contact number).
2. 03 stamp size colour photographs (with neck-tie).
3. One family photograph.
4. Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
5. Blood group certificate.
6. Copy of your election card/passport/family ration card.
7. PAN Card Copy
8. Past Company Relieving Order

Kindly sign our register as a token of your acceptance,

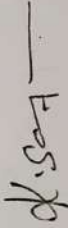
In case of any queries or clarifications, please do not hesitate to contact

Mr. K. Sathya Kumar, Contact No: 9500566333,

We look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,

For Eureka Forbes Limited



Authorized Signatory

June 02, 2017

Mr. M. Selvamani,
S/o. D. Murali,
42, 26/B, Kamaraj Nagar,
Kalaingar street,
Avadi,
Chennai - 600071.

Dear Mr. M. Selvamani,

Sub.: Apprenticeship Training order

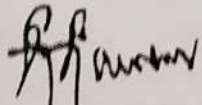
With reference to your application and further interview you had with us, we are pleased to offer the position of 'Graduate Apprentice' under the Board of Apprenticeship Training as per the Apprentice Act, 1961.

1. Your Training will be for a period of one year i.e. from **02.06.2017 to 01.06.2018** and during this period, you will be paid a consolidated stipend of **Rs.9,800/-** per month.
2. The training does not confer any right for employment in our Company.
3. During the training period, you will be governed by the rules and regulations that are prevalent and which may be brought into force by the Company from time to time.

In token of your acceptance and agreement of the terms contained herein please sign and return the duplicate copy.

Thanking you,

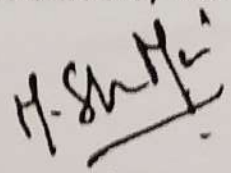
For Stanadyne India Private Limited,



R. Ramakrishnan
Assistant General Manager – Human Resources



I have understood and accepted the above terms and conditions and agreed to abide by the same.



Signature of the Apprentice

Stanadyne India Private Limited

(Formerly known as Stanadyne Amalgamations Private Limited)
No 96 Aranvoyal Village, Poonamallee - Thiruvallur High Road,
Thiruvallur 602 025. Tamil Nadu, India
Tel (91) 44 37678300, Fax : (91) 44 37678308.
www.stanadyne.com E-mail - contactsipl@stanadyne.com
CIN No. U34107TN2001PTC047025



Manikandan EEE <manikandan.eee@prath

Fwd: IBM India Pvt Ltd - Expression Of Interest

1 message

From: srj <sruthivijay95@gmail.com>
To: manikandan.eee@prathyusha.edu.in

Tue, Jun 20, 2017

Sent from my HTC

Forwarded message

From: "giscampus@in.ibm.com" <Enterprise@tm.brassing.com>
Date: 12-Sep-2016 3:04 pm
Subject: IBM India Pvt Ltd - Expression Of Interest
To: sruthivijay95@gmail.com
Cc:

Dear sruthi vijayan,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a **Cognitive Solutions** and a **Cloud Platform** company. We will integrate cognitive solutions, advance AI and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, grow in this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

1. Log in to the Candidate Portal here: [Candidate Portal Hyperlink](#)
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

While you do so, we sincerely request you to review your experience with us on Classdoor and inspire others like you. Please find the PDF attached with this mail for more details. We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,

IBM India University Hiring Team
IBM India Pvt. Ltd.
Mamata Embassy Business Park
G2 Block, Nagawara Outer Ring Road
Bangalore - 560045



SYSTEMS - DESIGN - CONSULTING - TESTING
ISO 9001:2008 ISO 27001:2013

Automotive Robotics India Private Limited
(Formerly known as Automotive Robotics Engineering Services India Private Limited)
Plot No# 8-2-120/ 77/ 48, Opp. NTR Memorial Trust Blood Bank,
Behind TDP Office, Road No# 2, Banjara Hills, Hyderabad - 500034.
Tel: +91-40-66887200 | www.autorobinc.com
CIN NO.: U74900TG2010PTC066921

OFFER LETTER (Personal & Confidential)

Date: 01 June 2017

Name	Mr. Vignesh R
Unit	ARIPL - Chennai
Designation	Associate Engineer
Department	Embedded Systems & Software
Level	X

It is our pleasure to extend the offer of employment to you on behalf of Automotive Robotics India Pvt. Ltd and look forward to work together.

Location of work
Currenty at Chennai, but can be posted at any of ARIPL's offices:

Date of Joining

Your date of joining is **05 June 2017**. In case the offer is acceptable, please send your mail acceptance as a token of your acceptance within 3 days from the date of receipt of this communication

Cost to Company/CTC

Your CTC will be **Rs 2, 00,000 per annum (Two Lakhs Only)**.

Detailed Annexure will be issued along with your Appointment Letter

In view of the above, you are advised to plan your funds accordingly since the Company will not provide any Salary advance.

Probation Period

It is hereby informed of a 3 month probation period from date of joining at ARI, for mutual benefit of the employee & employer to monitor the performance & potential. On Satisfactory performance, a confirmation letter will be issued upon completion of the probation period. The compensation & benefits stand same upon confirmation and date of joining shall include probation period for all records of ARI.

Annual Performance Review

You will be covered under Annual Performance Review. As per the current norms you will be eligible for a performance review in **April 2018**.

Annual performance based Increments, if any, shall be prorated for the number of months of service in that Fiscal year and as per the company policy for all eligible associate.

Appointment Letter

The Reference checks (Background Verification) are done part of the process and hence you are advised to reveal the correct facts in your own interest. The Appointment Letter will be issued to you subjected to Background Verification, in 21 working days of your joining. In case of any misrepresentation of any facts, the offer stands cancelled.

Non-Disclosure Agreement

You shall sign the Confidentiality and Non-Disclosure agreement with organization as per the rules of the company. You will be governed by the policies of the company that may be laid down/modified from time to time.

Congratulations!

Welcome To The Family of Eureka Forbes!!

Date: 11/01/17

Dear Mr. V. Vignesh,
This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of PST / TE / Sr. TE based at

You are requested to report to the following address on 10/07/17 at 10.00A.M, for your Induction & Training.

92, S.W. Chetty Street, T. Nagar, Chennai-17

The following documents are essential to process your appointment with us, requesting you to carry the same on the date of joining

1. 02 reference letters from well-known citizens (other than your friends, relatives and teachers) vouching your character and conduct (with contact number).
2. 03 stamp size colour photographs (with neck-tie).
3. One family photograph.
4. Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
5. Blood group certificate.
6. Copy of your election card/passport/family ration card.
7. PAN Card Copy
8. Past Company Relieving Order

Kindly sign our register as a token of your acceptance,

In case of any queries or clarifications, please do not hesitate to contact

Mr. K. Sathishkumar, Contact No.: 9500566833,

We look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,

For Eureka Forbes Limited

K. Sathishkumar

Authorized Signatory

14th March 2017

Vishal Kannan P

+91 9551418056

vishalkannan17@gmail.com

Dear Vishal Kannan,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade, business, occupation or employment.



Ref. No.HTC/CAMP/2016-17/10011

December 20, 2016

Ms. Bhavya Sai Teja Adapala

D.No 35-3-369/372/1A, SanthiNagar, Near Varun Apartments,
Devuddu Cheruvu, Ongole, prakasam District, Andhrapradesh – 523001

Dear Bhavya,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
- On successful completion of your academic degree program, your original mark sheets / certificates will be verified by us. You shall submit a copy of your academic certificates (10th and 12th, course completion certificates along with mark sheets).
- HTC requires you to submit a copy of your valid passport within 3 months of your joining.
- HTC reserves the right to carry out necessary background checks on your profile and your offer is strictly subject to favorable clearance of such background checks.

Batch-wise intake

- HTC's training division will communicate the start date of the training batch to which you will be allocated.
- HTC will induct batches into the organization in a phased manner.
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- You will be designated as **Programmer Analyst Trainee** with a starting salary of **Rs.3,00,000/- (Rupees Three Lakhs only)** per annum, all inclusive.
- A special one-time bonus of **Rs.1,00,000/- (Rupees One Lakh only)** will be paid in the 4th year by way of quarterly payments **Rs.25,000/- (Rupees Twenty Five thousand only)** each.

HTC's training program

- HTC provides a unique, career based program, providing training in the areas of Information Technology, with a commitment and obligation from the participants to serve HTC and its group companies as an employee for a minimum period of 3 years.
- You will be periodically evaluated during the training program through tests, projects and interviews.

Ref. No.HTC/CAMP/2016-17/10001

December 20, 2016

Ms. Mary Sheela JR
No 125, Gulmahal Street, Poonganagar,
Tiruvallur - 602001

Dear Mary,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

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Batch-wise intake

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- You will be periodically evaluated during the training program through tests, projects and interviews.



Ref. No.HTC/CAMP/2016-17/10006

December 20, 2016

Ms.Kavya Priyadharshini D
No 1 , Gangai Street, Ind Cross Street,
Poonga Nagar, Thiruvallur – 602001

Dear Kavya,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

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HTC's training program

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- You will be periodically evaluated during the training program through tests, projects and interviews.



Ref. No.HTC/CAMP/2016-17/10005

December 20, 2016

Ms. Deepika D

No 12, Perumal Koil Street, Ikkadu kandigai,
Thiruvallur

Dear Deepika,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

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- You will be periodically evaluated during the training program through tests, projects and interviews.



Ref. No.HTC/CAMP/2016-17/10011

December 20, 2016

Ms. Bhavya Sai Teja Adapala

D.No 35-3-369/372/1A, SanthiNagar, Near Varun Appartments,
Devuddu Cheruvu, Ongole, prahasam District, An'hrapradesh - 523001

Dear Bhavya,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

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2

Ref. No.HTC/CAMP/2016-17/10003

December 20, 2016

Ms.Kamatchi Kanimozhi S
No 32, Selvaganapathy Nagar,
(Near Ashok Nandhavanam Arch) Noombal – Chennai -56

Dear Kamatchi,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

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HTC's training program

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- You will be periodically evaluated during the training program through tests, projects and interviews.

Ref. No.HTC/CAMP/2016-17/10002

December 20, 2016

Ms.Leka B

No - 210, Nethaji Salai, Tiruvallur - 602001

Dear Leka,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

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HTC's training program

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- You will be periodically evaluated during the training program through tests, projects and interviews.

Ref. No.HTC/CAMP/2016-17/10075

December 20, 2016

Mr.Kandula Sai Krishna Prasad
No 4/24, K.Kandulavaripalli,
Kampasamudram,
Chitvel (Mandal) – Kadapa district,
Andhrapradesh

Dear Krishna Prasad,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
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World Headquarters

3270 West Big Beaver Road, Troy, MI 48084, USA

Phone: 248.786.2500 • Fax: 248.786.2515 • www.htcinc.com

USA • UK • Germany • India • Malaysia • Singapore • UAE • Australia • Indonesia • South

Ref. No.HTC/CAMP/2016-17/10009

December 20, 2016

Ms.Priyadharshini N M
413/4,13th street, South Colony , I.C.F,
Chennai – 600038.

Dear Priyadharshini,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

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Ref. No.HTC/CAMP/2016-17/10010

December 20, 2016

Ms. Ayshwarya J

No 5, 27th Cross street Avenue, Banu Nagar,
Pudur, Ambattur, Chennai – 53

Dear Ayshwarya,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

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2

Ref. No.HTC/CAMP/2016-17/10008

December 20, 2016

Ms.Sindhu S

189, Bazaar Street, Madhavaram, Chennai – 60.

Dear Sindhu,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
- On successful completion of your academic degree program, your original mark sheets / certificates will be verified by us. You shall submit a copy of your academic certificates (10th and 12th, course completion certificates along with mark sheets).
- HTC requires you to submit a copy of your valid passport within 3 months of your joining.
- HTC reserves the right to carry out necessary background checks on your profile and your offer is strictly subject to favorable clearance of such background checks.

Batch-wise intake

- HTC's training division will communicate the start date of the training batch to which you will be allocated.
- HTC will induct batches into the organization in a phased manner.
- Your academic credentials and the HTC interview ratings will determine your internal ranking which will help us allocate you to the training programs at HTC.
- You will be designated as **Programmer Analyst Trainee** with a starting salary of Rs.3,00,000/- (Rupees Three Lakhs only) per annum, all inclusive.
- A special one-time bonus of Rs.1,00,000/- (Rupees One Lakh only) will be paid in the 4th year by way of quarterly payments Rs.25,000/- (Rupees Twenty Five thousand only) each.

HTC's training program

- HTC provides a unique, career based program, providing training in the areas of Information Technology, with a commitment and obligation from the participants to serve HTC and its group companies as an employee for a minimum period of 3 years.
- You will be periodically evaluated during the training program through tests, projects and interviews.

✓

Ref. No.HTC/CAMP/2016-17/10007

December 20, 2016

Ms. Lourdu Jennifer J R
No 147 Aarthi Apartments, Bhagavathy Amman Street,
Kolathur, Chennai – 600099.

Dear Jennifer,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

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- You are expected to clear the qualifying exams without any arrears.
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- Your academic credentials and the HTC interview ratings will determine your internal ranking which will help us allocate you to the training programs at HTC.
- You will be designated as **Programmer Analyst Trainee** with a starting salary of Rs.3,00,000/- (Rupees Three Lakhs only) per annum, all inclusive.
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- You will be periodically evaluated during the training program through tests, projects and interviews.

World Headquarters

3270 West Big Beaver Road, Troy, MI 48084, USA

Phone: 248.786.2500 • Fax: 248.786.2515 • www.htcinc.com

USA • UK • Germany • India • Malaysia • Singapore • UAE • Australia • Indonesia • South Korea

Page 1 of 2

Ref. No.HTC/CAMP/2016-17/10004

December 20, 2016

Ms. Anjena M A

No 0 - 58 / N - 32, Sattannan Street, Choolai,
Chennai -112

Dear Anjena,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
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- You will be periodically evaluated during the training program through tests, projects and interviews.



Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

1488319 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear Chaitragundla,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer at Band U and Sub Band U1** in our Organization.

On joining you will be under probation for a period of **6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

At the time of joining, you are required to sign a service bond with our Organization. As per this bond, you will be required to serve the Company for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 1,00,000/- (Indian Rupees One Hundred Thousand Only)** towards damages to the Company.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

This Letter of Intent is valid subject to you being medically fit, completing your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% in HSC or equivalent course and minimum of First Class/60% in all other courses completed by you prior to your qualifying academic course, successfully completing any Company organized training imparted prior to your date of joining and after completing all necessary legal documentations pertaining to your employment.

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on (mail id: Campusjoining@techmahindra.com) which in any case should not be later than **07-Feb-2017** failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group



Prathyusha Placement <placement@prathyusha.edu.in>

Fwd: TechM - Submit your Application Form

sreelekha araveeti <sreelekhaaraveeti@gmail.com>
To: placement@prathyusha.edu.in

Tue, Jun 27, 2017 at 12:51 PM

----- Forwarded message -----

From: <CCampusTechM_dontReply@techmahindra.com>

Date: 13 Aug 2016 9:56 p.m.

Subject: TechM - Submit your Application Form

To: <sreelekhaaraveeti@gmail.com>

Cc:

Dear ARAVETI SREELEKHA,

Heartiest Congratulation on your selection for issue of Letter of Intent (LoI) for Offer of Employment with Tech Mahindra Ltd.

In order to complete your registration process and be eligible for issue of LoI initially and Offer Letter subsequently, you are requested to fill up an Application Form following the link provided in this mail.

Instruction for filling up Application Form: -

1. All details are mandatory. If any detail or matter is not applicable to you, pls mention 'NA' against that requirement.
2. Ensure your details are accurate and no spell error is committed by you.
3. Check filled in details once again finally before you submit the Application Form.
4. For logging in to the site, you must use your Exam User ID as Login ID and the Password will be your Exam Password. (eg. 101TM0001 is user Id for log in)
5. If you encounter any issue, pls write to FresherQuery@TechMahindra.com giving your User id and details of query. Also leave your contact details like mobile number in the mail

Link for submitting application Form - <https://onlineassessment.techmahindra.com/registrationform/default.aspx>

With Best Wishes,
RMG Campus Team
Tech Mahindra Ltd.

=====

Disclaimer: This message and the information contained herein is proprietary and confidential and subject to the Tech Mahindra policy statement, you may review the policy at <http://www.techmahindra.com/Disclaimer.html> externally <http://tim.techmahindra.com/tim/disclaimer.html> internally within TechMahindra.

=====

Date - September 12, 2016

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Ayshwarya J,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

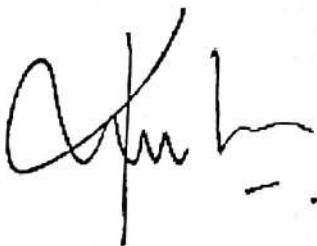
The Expression of Interest shall remain valid until the earlier of date of the Letter of Offer or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

IN_79_fac8d4dec-930a-4d0e-a912-fcafa5e35ecf_5806388_0000101

Date - September 12, 2016

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91 - 80 - 491 39999
[http://www-
07.ibm.com/in/careers/](http://www-07.ibm.com/in/careers/)

Dear anjena anandan,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

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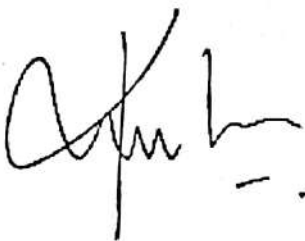
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We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

IN_79_[a768f6cc-ca06-447a-ba7a-bc1566ede42b_ba0b0c107e1a4]

Date - September 12, 2016

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Renu P,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

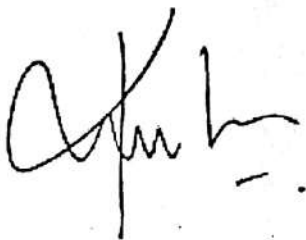
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We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

IN_79_19bcbac2d-4d59-4f3b-b32f-7a81de872ed6].5800381.1043



Prathyusha Placement <placement@prathyusha.edu.in>

Archana IBM offer letter

N Archana <narchana1234@gmail.com>
To: placement@prathyusha.edu.in

Tue, Jun 27, 2017 at 12:50 PM

----- Forwarded message -----
From: narchana1234 <narchana1234@gmail.com>
Date: Monday, September 12, 2016
Subject: Fwd: IBM India Pvt Ltd - Expression Of Interest
To: nandakumar10004@gmail.com

Sent from my HTC

----- Forwarded message -----
From: "gtscampus@in.ibm.com" <Enterprise@trm.brassring.com>
Date: 12-Sep-2016 2:51 pm
Subject: IBM India Pvt Ltd - Expression Of Interest
To: narchana1234@gmail.com
Cc:

Dear ARCHANA N,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

1. Log in to the Candidate Portal here: Candidate Portal Hyperlink
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

While you do so, we sincerely request you to review your experience with us on Glassdoor and inspire others like you. Please find the PDF attached with this mail for more details.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,
IBM India University Hiring Team
IBM India Pvt. Ltd.
Manyata Embassy Business Park
C2 Block, Nagawara Outer Ring Road
Bangalore - 560045

Note:



Prathyusha Placement <placement@prathyusha.edu.in>

Fwd: IBM India Pvt Ltd - Expression Of Interest

Monika <gpindrani@gmail.com>
To: placement@prathyusha.edu.in

Tue, Jun 27, 2017 at 12:43 PM

----- Forwarded message -----
From: "Monika" <gpindrani@gmail.com>
Date: 27-Apr-2017 8:53 AM
Subject: Fwd: IBM India Pvt Ltd - Expression Of Interest
To: <yokeshece@prathyusha.in>
Cc:

----- Forwarded message -----
From: "gtscampus@in.ibm.com" <Enterprise@trm.brassring.com>
Date: 12-Sep-2016 2:51 PM
Subject: IBM India Pvt Ltd - Expression Of Interest
To: gpindrani@gmail.com
Cc:

Dear K MONIKA,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in this transformation together.

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1. Log in to the Candidate Portal here: Candidate Portal Hyperlink
2. Click the letter "Expression of Interest"
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While you do so, we sincerely request you to review your experience with us on Glassdoor and inspire others like you. Please find the PDF attached with this mail for more details.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,
IBM India University Hiring Team
IBM India Pvt. Ltd.
Manyata Embassy Business Park
GP Block, Nagawara Outer Ring Road
Bangalore - 560045

Note:

- We request you to kindly accept the Letter within 5 days of its receipt
- Should there be any queries or concerns regarding your Expression of Interest, feel free to connect with us on: +91 80 491 40279 (Monday - Friday: 10.00AM - 5.00PM). We shall be happy to help you



Global Knowledge.

Global Knowledge Network (India) Pvt. Ltd.

Royal Bazaar, 1st Floor, No. 72/1,

Residency Road, Bangalore - 560025, India

Tel: (91) 80 4050 0999

Fax: (91) 80 4050 0900

www.gkapac.com

Co.Reg.No:U8090KA2008PTC046625

Name: Anusha Annadi

Address: 17/1, North Jaganathan Nagar, Villivakkam, Ch
Contact Number: +91 9003254387

Date: 08-05-2017

Dear Anusha Annadi,

Offer Letter for the Position of "Systems Design Associate - Trainee"

Offer type: Conditional Offer*

We are pleased to offer you the above-mentioned position with effect from 01st June 2017 with the following terms & conditions:

1. Salary & Benefits

- You will be paid Rs.6,000/- as stipend during the training & assessment period [1 Month] Inclusive of all other allowances.
- Your salary will be Rs.15,000/- per Month Inclusive of all other allowances after the training & assessment period, subject to clearing the assessment.
- Annual leave entitlement of 12 days will be pro-rate according to completion of two years of service.
- Sick leave entitlement of 12 days will be pro-rate according to completion of two years of service.
- All other official expenses are claimable through submission of proper receipt / tax invoice and company's claim / reimbursement form duly filled by the applicant (subject to the approval of the Manager).
- Further increment will be entitled based ONLY on your performance.

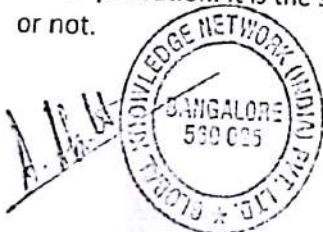
2. Job Portfolio:

Under the supervision of the Manager - Technical Development, the job portfolio includes but is not limited to:

- Ensure all company policies are abided by you.
- Other miscellaneous tasks within company, job portfolio and whatever tasks assigned by the Manager - Technical Development.
- Skilful with clear understanding of technical design concepts, projects and methodology.
- Preparing high level documents with quality design, illustrations and excellent command over the English language.
- Validating contents for accuracy, usability and ensure adherence to objectives set by the Team Leader and/or Manager.
- Ability to learn new technologies with less supervision and guidance.
- Highlight the missing steps, values and any inconsistency identified during the proof reading.
- Ability to work under pressure, in tight deadlines, as part of a team and as an efficient individual contributor.
- Report back to respective Team Leader directly.

3. Probation.

- You will be on probation for 6 Months (Excluding 1st month Training period) from the date of successful completion of Training & assessment and upon completion of the probation period; you will be receiving a confirmation letter from the employer.
- If no confirmation letter is issued by the end of 6 month probation, it is presumed that you are still under probation. It is the sole discretion of the Company to extend your probation beyond six months or not.





Global Knowledge

Global Knowledge Network (India) Pvt. Ltd.
Royal Center, 1st Floor, No. 70/7,
Residency Road, Bangalore - 560025, India
Tel: (91) 80 4050 0999
Fax: (91) 80 4050 0900
www.gkapac.com
Co.Reg.No:U8090KA2008PTC046625

Date: 08-05-2017

Name: Swathi.S

Address: Plot no.11, Paper mills road, Lakshmanan Nagar, Peravallur, Ch-82
Contact Number: +91 9524722258

Dear Swathi.S,

Offer Letter for the Position of "Systems Design Associate - Trainee"

Offer type: Conditional Offer*

We are pleased to offer you the above-mentioned position with effect from 01st June 2017 with the following terms & conditions:

1. Salary & Benefits

- You will be paid Rs.6,000/- as stipend during the training & assessment period [1 Month] Inclusive of all other allowances.
- Your salary will be Rs.15,000/- per Month Inclusive of all other allowances after the training & assessment period, subject to clearing the assessment.
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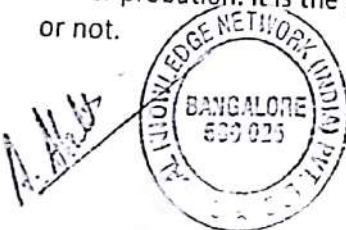
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Global Knowledge.

Global Knowledge Network (India) Pvt. Ltd.
Royal Barton, 1st Floor, 12/2, 72/1,
Residency Road, Bangalore - 560025, India
Tel: (91) 80 4650 6999
Fax: (91) 80 4650 0900
www.gkpnac.com
Co.Reg.No.U8090KA2008PTC046525

Name: Thulasi Ram.K

Date: 08-05-2017

Address: D.No.14-25, Kakarla varl street, Vetlapalem, Samarlakota, AP-533434
Contact Number: +91 9786728892

Dear Thulasi Ram.K,

Offer Letter for the Position of "Systems Deslgn Associate - Trainee"

Offer type: Conditional Offer*

We are pleased to offer you the above-mentioned position with effect from 01st June 2017 with the following terms & conditions:

1. Salary & Benefits

- a. You will be paid Rs.6,000/- as stipend during the training & assessment period [1 Month] Inclusive of all other allowances.
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- d. Sick leave entitlement of 12 days will be pro-rate according to completion of two years of service.
- e. All other official expenses are claimable through submission of proper receipt / tax invoice and company's claim / reimbursement form duly filled by the applicant (subject to the approval of the Manager).
- f. Further increment will be entitled based **ONLY** on your performance.

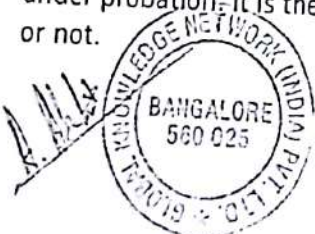
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Name: Alosiyus.J

Date: 08-05-2017

Address: No.15, Zameen korattur, Nemam p/o, Thiruvallur Dist, Ch-124
Contact Number: +91 9944001067

Dear Alosiyus.J,

Offer Letter for the Position of "Systems Design Associate - Trainee"

Offer type: Conditional Offer*

We are pleased to offer you the above-mentioned position with effect from 01st June 2017 with the following terms & conditions:

1. Salary & Benefits

- a. You will be paid Rs.6,000/- as stipend during the training & assessment period [1 Month] Inclusive of all other allowances.
- b. Your salary will be Rs.15,000/- per Month Inclusive of all other allowances after the training & assessment period, subject to clearing the assessment.
- c. Annual leave entitlement of 12 days will be pro-rate according to completion of two years of service.
- d. Sick leave entitlement of 12 days will be pro-rate according to completion of two years of service.
- e. All other official expenses are claimable through submission of proper receipt / tax invoice and company's claim / reimbursement form duly filled by the applicant (subject to the approval of the Manager).
- f. Further increment will be entitled based **ONLY** on your performance.

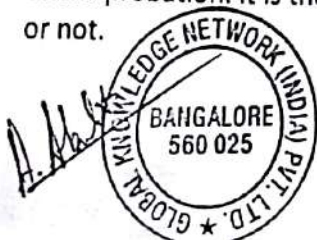
2. Job Portfolio:

Under the supervision of the Manager - Technical Development, the job portfolio includes but is not limited to:

- a. Ensure all company policies are abided by you.
- b. Other miscellaneous tasks within company, job portfolio and whatever tasks assigned by the Manager - Technical Development.
- c. Skillful with clear understanding of technical design concepts, projects and methodology.
- d. Preparing high level documents with quality design, illustrations and excellent command over the English language.
- e. Validating contents for accuracy, usability and ensure adherence to objectives set by the Team Leader and/or Manager.
- f. Ability to learn new technologies with less supervision and guidance.
- g. Highlight the missing steps, values and any inconsistency identified during the proof reading.
- h. Ability to work under pressure, in tight deadlines, as part of a team and as an efficient individual contributor.
- i. Report back to respective Team Leader directly.

3. Probation.

- a. You will be on probation for 6 Months (Excluding 1st month Training period) from the date of successful completion of Training & assessment and upon completion of the probation period; you will be receiving a confirmation letter from the employer.
- b. If no confirmation letter is issued by the end of 6 month probation, it is presumed that you are still under probation. It is the sole discretion of the Company to extend your probation beyond six months or not.



Subject: Re: Congratulations - Offer from Global Knowledge 2017
 From: GKChennai Careers (careers_gkchennai@globalknowledge.net.in)
 To: swathisekar02061995@gmail.com;
 Cc: place_prathyusha@yahoo.com; abraham@globalknowledge.net.in;
 Date: Wednesday, 15 February 2017 10:27 AM

File Copy
Global Knowledge
 ECE-2017

Hi Swathi

Thanks for your acknowledgement. Hope to see you soon.

Regards
 Global Knowledge

On Tue, Feb 14, 2017 at 8:14 PM, swathi sekar <swathisekar02061995@gmail.com> wrote:
 I agree to all the terms and conditions and I assure you that I'll join the company on date. Thank you.

On 14-Feb-2017 6:37 pm, "GKChennai Careers" <careers_gkchennai@globalknowledge.net.in> wrote:

Hi,

Congratulations!!!

Thank you for your interest in pursuing your career with Global knowledge.

Global Knowledge is an exciting place to build your career! We believe that our employees are our best assets and we do everything possible to create an inspiring environment for you to learn and contribute to the best of your abilities.

Further to your application for a position and subsequent interviews you had with us, we are pleased to confirm that you have been selected on probation basis as System Designs Associate - Trainee.

Job Title : Systems Design Associate - Trainee

Job Description and terms & Conditions -

Under the supervision of the Manager - Technical Development, the duties and responsibilities include but are not limited to:

- a. Ensure all company policies are abided by you.
- b. Other miscellaneous tasks within company and job portfolio.
- c. Preparing technical documents for the training
- d. Validating contents for accuracy and usability using support communications and ensure adherence to objectives set by the higher official.
- e. Skillful with clear understanding of technical design concepts, projects and methodology.
- f. Ability to learn new technologies with less supervision and guidance.
- g. Highlight the missing steps, values and any inconsistency identified during the proof reading.
- h. Ability to work under pressure, tight deadlines, in team and as efficient individual contributor.
- i. Failure to complete all the academic requirements to secure the position in the company by the end of the training & assessment period, the offer considered void and no longer valid.
- j. Failing the assessment at the end of the training period, immediately will void the offer and will refrain you to continue the employment.
- k. Emergency leaves taken during training & assessment and probation period will be granted ONLY as LEAVE ON LOSS OF PAY (Only upon proper approval from the Manager).

After the candidate accepted the offer, he/she will be paid of Rs.6,000/- as a stipend during the training & assessment period [1 Month] Inclusive of all other allowances and then salary will be Rs.15,000/- per Month Inclusive of all other allowances. 21/05/2017 10

14th March 2017

Kasthuri K

+91 9047097799

kasthuri96moorthy@gmail.com

ECG - 2017

Dear Kasthuri,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/- per annum** excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade, business, occupation or employment.

Received the copy of Offer letter
for Kasthuri

NSM Services Private Limited
Block 7, 11th Floor DLF IT SEZ Park, 1/124 Shivaji Gardens, Manapakkam, Chennai – 600089, India
CIN: U72200TN2015PTC101740
www.NationstarMtg.com

14th March 2017

Nandhini S

+91 9444357536

nandhinishobi@gmail.com

Dear Nandhini,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

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NSM Services Private Limited
Block 7, 11th Floor DLF IT SEZ Park, 1/124 Shivaji Gardens, Manapakkam, Chennai – 600089, India
CIN: U72200TN2015PTC101740
www.NationstarMtg.com

Subject: Fwd: Campus selects - Solaris
From: Placement SEC (placement@saveetha.ac.in)
To: panimalarplacement@gmail.com; place_prathyusha@yahoo.com; pec_placement@yahoo.co.in; merlininbamalar@saveetha.ac.in; hod.cse@saveetha.ac.in; hod.ece@saveetha.ac.in; nandini@saveetha.ac.in; mjpjoel@gmail.com; kevin@saveetha.ac.in;
Date: Thursday, 6 April 2017 8:26 PM

Dear sirs,
 The following are the selected list of Solaris.
 Kindly inform students and give us the answers for the queries

Dear Dr. Gandhi,
 Greetings from Solartis!
 We are happy to share with you the names of the students who have been selected in Solartis for our KPO division. The list also has names of students from other colleges who attended the placement drive in your campus. Request you share the same with them as well and also let me know the date of completion of exams and when they will be able to join.

S.No:	Student Name	College Name	Department
1	Sakthi Priya R	Saveetha Engg Coll	ECE
2	Lok Akshai Athiban.S	Saveetha Engg Coll	EIE
3	Chenna Kesavalu	Saveetha Engg Coll	CSE
4	Prabakaran.M	Saveetha Engg Coll	EIE
5	Alluru.Sumaneesh	Prathyusha Engg College	ECE
6	Sharmila.T	Panimalar Institute of Technology	EEE
7	Shirlin Jeba S	Panimalar Institute of Technology	EEE

Regards
 Venkatesh

Ms. Parva

--
 Prof.Dr.A.Gandhi

Dean - Training & Placement - Industry Institute Interaction

HoD MBA - Saveetha Engineering College

Chennai- 602105

9841822042 - 04466726679 - 9444147189

pl. put up card

[Signature]

7.4.17

Congratulations!

Welcome To The Family of Eureka Forbes!!

Date: 11/01/17

Dear Mr. V. Vignesh,

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of PST / TE / Sr.TE based at

You are requested to report to the following address on 10/07/17 at 10.00A.M, for your Induction & Training.

92, G.V. Chetty Street, T. Nagar, Chennai-17

The following documents are essential to process your appointment with us, requesting you to carry the same on the date of joining

1. 02 reference letters from well-known citizens (other than your friends, relatives and teachers) vouching your character and conduct (with contact number).
2. 03 stamp size colour photographs (with neck-tie).
3. One family photograph.
4. Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
5. Blood group certificate.
6. Copy of your election card/passport/family ration card.
7. PAN Card Copy
8. Past Company Relieving Order

Kindly sign our register as a token of your acceptance,

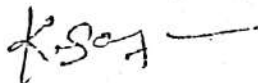
In case of any queries or clarifications, please do not hesitate to contact

Mr. K. Sathish Kumar, Contact No: 9500566333,

We look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,

For Eureka Forbes



Authorised Signatory

Congratulations!

Welcome To The Family of Eureka Forbes!!

Date: 11/01/17

Dear Mr. B. C. Venkatesh,

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of PST / TE / Sr. TE based at

You are requested to report to the following address on 10/07/17 at 10.00A.M, for your Induction & Training.

92, G.V. Chetty Street, J. Nagar, Chennai - 17

The following documents are essential to process your appointment with us, requesting you to carry the same on the date of joining

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3. One family photograph.
4. Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
5. Blood group certificate.
6. Copy of your election card/passport/family ration card.
7. PAN Card Copy
8. Past Company Relieving Order

Kindly sign our register as a token of your acceptance,

In case of any queries or clarifications, please do not hesitate to contact

Mr. K. Sathiyamoorthy, Contact No: 95005 66333 ,,

We look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,

For Eureka Forbes Limited

K. Sathiyamoorthy

Authorised Signatory

Congratulations!

Welcome To The Family of Eureka Forbes!!

Date: 11/11/17

Dear Mr. S. Thirumalvalavan

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of PST / TE / Sr. TE based at

You are requested to report to the following address on 10/7/17 at 10.00A.M, for your Induction & Training.

92, h-n. Chetty Street, T. Nagar, Chennai - 17

The following documents are essential to process your appointment with us, requesting you to carry the same on the date of joining

1. 02 reference letters from well-known citizens (other than your friends, relatives and teachers) vouching your character and conduct (with contact number).
2. 03 stamp size colour photographs (with neck-tie).
3. One family photograph.
4. Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
5. Blood group certificate.
6. Copy of your election card/passport/family ration card.
7. PAN Card Copy
8. Past Company Relieving Order

Kindly sign our register as a token of your acceptance,

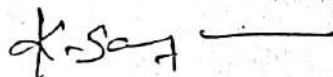
In case of any queries or clarifications, please do not hesitate to contact

Mr. R. Sathis Kumar, Contact No: 95005 66333,

We look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,

For Eureka Forbes Limited



Authorised Signatory

Congratulations!

Welcome To The Family of Eureka Forbes!!

Date: 11/01/17

Dear Mr. S. Prem Kumar

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of PST / TE / Sr.TE based at

You are requested to report to the following address on 10/07/17 at 10.00A.M, for your Induction & Training.

92, G.N.Chetty Street, T. Nagar, Chennai - 17

The following documents are essential to process your appointment with us, requesting you to carry the same on the date of joining

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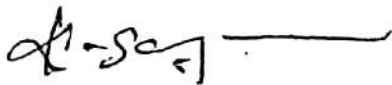
In case of any queries or clarifications, please do not hesitate to contact

Mr. K. SASSILANMAN, Contact No: 95005 46333

We look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,

For Eureka Forbes Limited



Authorized Signatory



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: Prathyusha Engineering College

Date : 4/19/2017

Dear Deepthi Rajan - BE-ECE (NV)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo:+91.44 4391.78

CIN:U72200TN2000PTC045E



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: Prathyusha Engineering College

Date : 4/19/2017

Dear Tejanand Bellum - BE (NV)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo:+91.44.4391.7884

CIN:U72200TN2000PTC045578



SUTHERLAND

2017-12

PROVISIONAL OFFER LETTER

Campus Name: Prathyusha Engineering College

Date : 4/19/2017

Dear Joshua Jesper Samuel - BE (NV)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo:+91.44.4391.788

CIN:U72200TN2000PTC045571



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: Prathyusha Engineering College

Date : 4/19/2017

Dear Vijayalakshmi R - BE (NV)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

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- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo:+91.44.4391.

CIN:U72200TN2000PTC04

20-15



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: Prathyusha Engineering College

Date : 4/19/2017

Dear Sathya Priya - BE (NV)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo:+91.44.4391.788

CIN:U72200TN2000PTC04557



S10 Healthcare Solutions (P) Ltd
No 21 Race course road
Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

7th June 2017

Mr. Manoj R
Chennai

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as "Tr. Health Information Analyst" and Stipend would be Rs: 10500 /-

In Addition to the above stipend, Variable pay of Rs: 3000 will be paid every month. (On Deployment)

You are required to join us on or before 19th Jun 2017. You are requested to bring with you the following documents at the time of joining your duties.

1. Four passport size photographs
2. Copies of educational/professional qualifications and experience certificates.
3. Copies of Id proof/Address proof.
4. Any Two references (Family or Friends)

We trust that your knowledge, skills and experience will be among our most valuable assets.

Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

Thanking you,


Human Resources



S10 Healthcare Solutions (P) Ltd
No 21 Race course road
Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

Ms. Syed Kousar
Chennai

7th June 2017

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as **"Tr. Health Information Analyst"** and Stipend would be Rs: 10500 /-

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Thanking you,


Human Resources



S10 Healthcare Solutions (P) Ltd
No 21 Race course road
Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

Mr. Mohamed Mujeebur Rahaman R
Chennai

7th June 2017

OFFER LETTER

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Thanking you,

Human Resources



S10 Healthcare Solutions (P) Ltd
No 21 Race course road
Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

Mr. Praveen N
Chennai

7th June 2017

OFFER LETTER

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Thanking you,


Human Resources



S10 Healthcare Solutions (P) Ltd
No 21 Race course road
Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

7th June 2017

Ms. Preethi M
Chennai

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as "Tr. Health Information Analyst" and Stipend would be Rs: 10500 /-

In Addition to the above stipend, Variable pay of Rs: 3000 will be paid every month. (On Deployment)


You are required to join us on or before 19th Jun 2017. You are requested to bring with you the following documents at the time of joining your duties.

1. Four passport size photographs
2. Copies of educational/professional qualifications and experience certificates.
3. Copies of Id proof/Address proof.
4. Any Two references (Family or Friends)

We trust that your knowledge, skills and experience will be among our most valuable assets.

Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

Thanking you,


Human Resources



S10 Healthcare Solutions (P) Ltd
No 21 Race course road
Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

7th June 2017

Ms. Sakthipriya B
Chennai

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as "Tr. Health Information Analyst" and Stipend would be Rs: 10500 /-

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www.s10health.com

Ms. Saranya T V
Chennai

7th June 2017

OFFER LETTER

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7th June 2017

Ms. Sathya Priya R
Chennai

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as "Tr. Health Information Analyst" and Stipend would be Rs: 10500/-

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Human Resources



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Tamil Nadu, India.
T : +9144 40510 510
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Mr. Sathish Kumar T
Chennai

7th June 2017

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as "Tr. Health Information Analyst" and Stipend would be Rs: 10500 /-

In Addition to the above stipend, **Variable pay of Rs: 3000** will be paid every month. (On Deployment)

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Human Resources



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Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

Ms. Shirley Helen Judith S
Chennai

7th June 2017

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as "Tr. Health Information Analyst" and Stipend would be Rs: 10500 /-

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Ms. Shirley Helen Judith S
Chennai

7th June 2017

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Thanking you,


Human Resources



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Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

Ms. Suruthy S
Chennai

7th June 2017

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as "Tr. Health Information Analyst" and Stipend would be Rs: 10500 /-

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Human Resources



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Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

7th June 2017

Ms. Vaishali Thangam K
Chennai

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as "Tr. Health Information Analyst" and Stipend would be Rs: 10500/-

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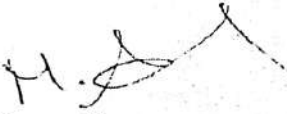
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Guindy, Chennai 600 032
Tamil Nadu, India.
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www.s10health.com

Mr. Vishnuwar S
Chennai

7th June 2017

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as "Tr. Health Information Analyst" and Stipend would be Rs: 10500 /-

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Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
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Ms. Vusa Mahalakshmi
Chennai

7th June 2017

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as "Tr. Health Information Analyst" and Stipend would be Rs: 10500 /-

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Thanking you,

Human Resources

**INDIAN SCHOOL OF
MANAGEMENT
AND
VIGNAN VEDIC KENNEDY**



I.N.D.I.A. TRUST
(Integrated National Development In Action (INDIA))
www.india-trust.org

INDIA TRUST is a Noida Centre for Entrepreneurship Development located at...
Sponsored by... Supported by National Science Foundation...
www.india-trust.org

Date: 03/03/2017 **Letter of Offer for Pre-Employment-Internship**

Dear Mr/Ms. **DUGAL SUDRAJA**

Sub: Letter of Offer for Pre Employment Internship

- We are pleased to offer you a pre-employment appointment in our organization as Executive Trainee with effect from your joining date. You will be based in our Head Office at Chennai.
- You will be undergoing professional training for 50 working days (ie. April/May/June 2017) pre and after your completion of university exams.
- After the successful completion of the training you will be taken into our organization in various departments viz. HR, Business Development, Training and Development, IT, Customer care, Education, Counseling, Social Media. You will be undertake both departmental multi-tasking duties and responsibilities.
- Your employment with us will be governed by the Organization's Terms & Conditions.
- Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents/certificates given by you as a proof of above we retain the right to review our offer of employment.
- During your Training period of 50 days, you are not entitled for any compensation.
- After the training, during the subsequent months of probation period (July to September 2017) you will be receiving a stipend of Rs. 12,500.00 to Rs. 15,000.00 based on your responsibilities which will be decided by the company.
- The following is the detailed salary structure.

Basic Pay		Rs. 7500.00
House Rent Allowances		Rs. 2500.00
Conveyance Allowances		Rs. 2500.00
Performance Incentives	Based on performance	Rs. 2500.00
Total		Rs. 15,000.00

- After the probation period, your salary will be up scaled based on your performance upto Rs.2.5 Lakhs per annum.
 - The performance criteria of the company should be achieved without fail.
 - During the training period and probation period if you are found to be
 - irregular/indiscipline
 - non compliance of rules and regulations
 - non performance
- Your service will be terminated without any notice whatsoever. The company's decision is final in this regard.
- You are requested to submit all the Photocopies of your certificates at the time of joining the training.
 - Please sign and return duplicate copy of this letter in token of your acceptance.
 - We congratulate you on your appointment and wish you a long and successful career with us. We assure you of our support for your professional development and growth.

Yours truly,

VALLARASU S
General Manager-Human Resources

INDIA TRUST 1992 - 2017
Celebrating 25 years in the service of
BUILDING INDIA

TAMILNADU SERVICE CENTRE OF TAMIL NADU | **DEPARTMENT OF INDUSTRIES AND COMMERCE GOVT OF TAMILNADU** | **REGISTERED WITH MSME GOVT OF INDIA** | **FORMERLY INTERNATIONAL ASSOCIATE PARTNER OF CAMBRIDGE UNIVERSITY**

GOD MOTHER CAMPUS: RZ, 13th Street, Santham Colony, Anna Nagar West Extension, Thirumangalam, Chennai - 600101, Tamilnadu, INDIA
Land Mark: (Between Leo Matric School and Ooty Vegetables) (Besides CSI Ewerts School).
(Near Soundarya Colony) (Behind Hi-Style - 1st right 2nd left) (opposite to santham vinayagar temple)

Ms CHADALAVADI
#96/44, Parthasarathy Pillai Street
Old Washermenpet
Chennai

Dear Ms CHADALAVADI,

This has reference to your application and the subsequent interviews you had with us. We are pleased to offer you a position of JUNIOR EXECUTIVE - HR at Omega Healthcare Management Services Pvt Ltd, on the following terms and conditions:

- 01 Your annual gross salary (CTC) will be Rs 184380.00 (Rupees One Lakh Eighty Four Thousand Three Hundred Eighty) with details attached.
- 02 You will be entitled to Gratuity, P.F., Medical Insurance & Personal Accident Insurance, etc. in accordance with the Law Company, etc. as per time to time.
- 03 Your place of posting will be at Chennai and you will report for duty on 28 Jun 2017 at 10:00 AM.
- 04 The offer of this job is subject to completing other joining formalities as specified in Annexure- 1 and on completion of all formalities, your joining letter will be given.
- 05 You are requested to submit your PAN number to HR within one month of your joining.

Kindly sign the duplicate copy of this letter as a token of your acceptance to the above terms and conditions.

Thanking you,

Yours faithfully,

For Omega Healthcare Management Services Pvt. Limited,

Lakshmi Narasimhan M

Assistant Manager - Talent Acquisition

Omega Healthcare Management Services Pvt. Ltd.
#96/44, Parthasarathy Pillai Street, Old Washermenpet, Chennai - 600 017, India
Bengaluru: 560017, Tel: +91-80-41557333
Tampa: 5550 W. Executive Drive, Suite 230, Tampa, FL 33609
www.omegahealthcare.com
www.omegahealthcare.com Registered CIN: U85110 KA2003 PTC 032846

BENGALURU CHENNAI TRICHY US PHILIPPINES



Prathyusha Placement <placement@prathyusha.edu.in>

Fwd: HR Formalities pertaining to Employment by I.N.D.I.A. TRUST - Reg

p kavya <p.kavya111@gmail.com>
To: placement@prathyusha.edu.in

Fri, Jun 9, 2017 at 10:47 AM

----- Forwarded message -----
From: "INDIA TRUST" <hrdindiustrust@gmail.com>
Date: Apr 1, 2017 12:30 PM
Subject: HR Formalities pertaining to Employment by I.N.D.I.A. TRUST - Reg
To:
Cc:

For the kind attention of I.N.D.I.A. TRUST Trainee Executive,

I.N.D.I.A. TRUST is taking this opportunity to thank you for participating in our Off-Campus cum Campus Recruitment Programme and becoming eligible to undergo 50 Working day Internship Training with us in the month of May and June 2017.

We congratulate you for having received our Offer Letter.

We also would like to thank your College Principal, Placement Officer, Job Fair Organizer, your Parents for helping us to get a right candidate like you.

In the meanwhile, we would like to request you to send the following documents to us immediately through **Courier** only within 7 days from today. (Not in Person)

List of Documents to be sent:

- 1) Your Latest Bio-Data – 3 copies
- 2) 3 Passport size and 3 Stamp size Photographs
- 3) Photo copies of 10th, 12th and UG Mark sheets (Uptodate)
- 4) Photocopies of College Identity Card
- 5) Any Residential Address proof
- 6) Letter from your parents acknowledging that they are aware of your recruitment.



Prathyusha Placement <placement@prathyusha.edu.in>

Fwd: Entrepreneurship Training by I.N.D.I.A. TRUST - Reg

pragathi chowdary <pragathichowdary111@gmail.com>
To: placement@prathyusha.edu.in

Fri, Jun 9, 2017 at 10:47 AM

----- Forwarded message -----
From: "INDIA TRUST" <hrdindiatrust@gmail.com>
Date: 4 Apr 2017 5:44 pm
Subject: Entrepreneurship Training by I.N.D.I.A. TRUST - Reg
To: <skalaiselvi12796@gmail.com>
Cc:

Dear Intern,

I.N.D.I.A. TRUST is happy to induct you as our Project Trainee.

We hope you all must be sending your documents at the earliest.

At the time of orientation, some of you have mentioned that you are interested in Entrepreneurship also in addition to Employment.

Those who are interested to take up additional training in Entrepreneurship have to present on Sunday (09/04/2017) for a 2 hour orientation programme from 10.00 a.m. to 12.00.p.m. at our office premises.

Please be present on time in professional attire

VENUE:

R2, 13th Street, Santham Colony,

Anna Nagar West Extension,

Thirumangalam,

Chennai - 600101.



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: Prathyusha Engineering College

Date : 4/19/2017

Dear Gokul B - BE-ECE (NV)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo:+91.44.4391.781

CIN:U72200TN2000PTC0455



Conditional Offer of Employment

Name : V. Bhagya Lakshmi
Address : #170C, 93 / 1, 2nd Cross Street, Ambedkar Nagar
Ambedkar Nagar, Kolathur, Chennai – 99.

01st March, 2017

Dear Bhagya,

With reference to our discussions, we are pleased to offer position of "Software Engineer-Trainee" at "Level-1" in our Company. Your total Cost to Company (CTC) will be Rs. 1,44,000/- per annum post successfully completion of the 45-day Intensive training. The other details about your CTC are presented in Annexure A.

Your appointment will be governed by the terms and conditions of the employment. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time.

Terms and conditions for the Offer:

- You are required to undergo the mandatory 45-day training at our office and should successfully complete, to join us in our services. The company bears all the expenses for this training.
- Organization is liable to terminate this offer if your performance is not up to our satisfactory level during the training.
- The training will be about 5 hours per day, 6 days per week (Mon-Sat). No leaves or absence will be entertained during the training.
- No Stipend or Salary will be paid during the training.

Please Note:

- This appointment is subject to satisfactory professional reference checks
- This offer is valid for 15 days from the date of offer.

We are certain that you will find a career with the company to be both challenging and rewarding. We look forward to you joining with us.

Regards,

The above terms and conditions are acceptable to me.

Authorized Signature



Candidate's Signature

Surya Informatics Solutions Pvt. Ltd.

70/16, Sundar Bans, II Floor, 100 Feet Road, Ashok Nagar, Chennai - 600 083.

+ 91 44 4203 3352/55 + 91 73586 48767 hr@suryainformatics.com www.suryainformatics.com



Conditional Offer of Employment

Name : D. Swetha
Address : #39, 1st School Street, Near Water Tank,
Chathiram, Pattabiram, Chennai – 72.

01st March, 2017

Dear Swetha,

With reference to our discussions, we are pleased to offer position of "Software Engineer-Trainee" at "Level-1" in our Company. Your total Cost to Company (CTC) will be Rs. 1,44,000/- per annum post successfully completion of the 45-day Intensive training. The other details about your CTC are presented in Annexure A.

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Please Note:

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- This offer is valid for 15 days from the date of offer.

We are certain that you will find a career with the company to be both challenging and rewarding. We look forward to you joining with us.

Regards,

The above terms and conditions are acceptable to me.

M. Ranganathan

Authorized Signature



D. Swetha
Candidate's Signature

Surya Informatics Solutions Pvt. Ltd.

© # 70/16, Sundar Bans, II Floor, 100 Feet Road, Ashok Nagar, Chennai - 600 083.

☎ +91 44 4203 3352/55 ☎ +91 73586 4877 ✉ hr@suryainformatics.com 🌐 www.suryainformatics.com



Conditional Offer of Employment

Name : K. Nivetha
Address : Plot No. 8A, 1st Cross Street, Dharma Nagar,
Ayapakkam, Chennai – 77.

01st March, 2017

Dear Nivetha,

With reference to our discussions, we are pleased to offer position of "Software Engineer-Trainee" at "Level-1" in our Company. Your total Cost to Company (CTC) will be Rs. 1,44,000/- per annum post successfully completion of the 45-day Intensive training. The other details about your CTC are presented in Annexure A.

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- No Stipend or Salary will be paid during the training.

Please Note:

- This appointment is subject to satisfactory professional reference checks
- This offer is valid for 15 days from the date of offer.

We are certain that you will find a career with the company to be both challenging and rewarding. We look forward to you joining with us.

Regards,

The above terms and conditions are acceptable to me.

[Handwritten Signature]



Authorized Signature

[Handwritten Signature]
Candidate's Signature

Surya Informatics Solutions Pvt. Ltd.

70/16, Sundar Bans, II Floor, 100 Feet Road, Ashok Nagar, Chennai - 600 033.

+ 91 44 4203 3352/55 + 91 73586 4877 hr@suryainformatics.com www.suryainformatics.com



Conditional Offer of Employment

Name : V. Kamala Thejaswi
Address : #54 / 62 - 3 - 2, Ravindra Nagar Post,
Nabikota, Kadapa District,
Andhra Pradesh - 516 003.

01st March, 2017

Dear Kamala,

With reference to our discussions, we are pleased to offer position of "Software Engineer-Trainee" at "Level-1" in our Company. Your total Cost to Company (CTC) will be Rs. 1,44,000/- per annum post successfully completion of the 45-day Intensive training. The other details about your CTC are presented in Annexure A.

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- No Stipend or Salary will be paid during the training.

Please Note:

- This appointment is subject to satisfactory professional reference checks
- This offer is valid for 15 days from the date of offer.

We are certain that you will find a career with the company to be both challenging and rewarding. We look forward to you joining with us.

Regards,

The above terms and conditions are acceptable to me.

H. S. Srinivasan

Authorized Signature

V. Kamala Thejaswi
Candidate's Signature

Surya Informatics Solutions Pvt. Ltd.

© # 70/16, Sundar Bans, II Floor, 100 Feet Road, Ashok Nagar, Chennai - 600 083.

☎ +91 44 4203 3352/55 ☎ +91 73586 48707 ✉ hr@suryainformatics.com 🌐 www.suryainformatics.com



Conditional Offer of Employment

Name : J. Aishwarya
Address : #2A / 2, TNHB, R.D.O Compound,
Ranipet, Vellore – 632 401.

01st March, 2017

Dear Aishwarya,

With reference to our discussions, we are pleased to offer position of "Software Engineer-Trainee" at "Level-1" in our Company. Your total Cost to Company (CTC) will be Rs. 1,44,000/- per annum post successfully completion of the 45-day Intensive training. The other details about your CTC are presented in Annexure A.

Your appointment will be governed by the terms and conditions of the employment. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time.

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- No Stipend or Salary will be paid during the training.

Please Note:

- This appointment is subject to satisfactory professional reference checks
- This offer is valid for 15 days from the date of offer.

We are certain that you will find a career with the company to be both challenging and rewarding. We look forward to you joining with us.

Regards,

The above terms and conditions are acceptable to me.

M. Ramesh Kumar

Authorized Signature

J. Aishwarya

Candidate's Signature

Surya Informatics Solutions Pvt. Ltd.

70/16, Sundar Bars, II Floor, 100 Feet Road, Ashok Nagar, Chennai - 600 083.

+91 44 4203 3352/55 +91 73586 48707 hr@suryainformatics.com www.suryainformatics.com



Prathyusha Placement <placement@prathyusha.edu.in>

Fwd: IBM India Pvt Ltd - Expression Of Interest

Naresh <nhdom17@gmail.com>
To: placement@prathyusha.edu.in

Wed, Jun 7, 2017 at 12:23 PM

----- Forwarded message -----

From: gtscampus@in.ibm.com <Enterprise@trm.brassring.com>
Date: Mon, Sep 12, 2016 at 2:51 PM
Subject: IBM India Pvt Ltd - Expression Of Interest
To: nhdom17@gmail.com

Dear naresh baskaran,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

1. Log in to the Candidate Portal here: Candidate Portal Hyperlink
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

While you do so, we sincerely request you to review your experience with us on Glassdoor and inspire others like you. Please find the PDF attached with this mail for more details.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,
IBM India University Hiring Team
IBM India Pvt. Ltd.
Manyata Embassy Business Park
G2 Block, Nagawara Outer Ring Road
Bangalore - 560045

Note:

- We request you to kindly accept the Letter within 5 days of its receipt
- Should there be any queries or concerns regarding your Expression of Interest, feel free to connect with us on: +91 80 491 40279 (Monday - Friday: 10.00AM - 5.00PM). We shall be happy to help you

Attached Files:
Welcome to the IBM family.pdf



Prathyusha Placement <placement@prathyusha.edu.in>

Fwd: HR Formalities pertaining to Employment by I.N.D.I.A. TRUST - Reg

Navya Chowdary <sadhanalanavya@gmail.com>
To: Placement@prathyusha.edu.in

Fri, Jun 9, 2017 at 10.50 AM

----- Forwarded message -----

From: sadhanalanavya <sadhanalanavya@gmail.com>
Date: Friday, April 28, 2017
Subject: Fwd: HR Formalities pertaining to Employment by I.N.D.I.A. TRUST - Reg
To: yokesh.ece@prathyusha.edu.in

Sent from my Samsung device

----- Original message -----

From: INDIA TRUST <hrdindiustrust@gmail.com>
Date: 01/04/2017 12:27 pm (GMT+05:30)
To:
Subject: HR Formalities pertaining to Employment by I.N.D.I.A. TRUST - Reg

For the kind attention of I.N.D.I.A. TRUST Trainee Executive,

I.N.D.I.A. TRUST is taking this opportunity to thank you for participating in our Off-Campus cum Campus Recruitment Programme and becoming eligible to undergo 50 Working day Internship Training with us in the month of May and June 2017.

We congratulate you for having received our Offer Letter.

We also would like to thank your College Principal, Placement Officer, Job Fair Organizer, your Parents for helping us to get a right candidate like you.

In the meanwhile, we would like to request you to send the following documents to us immediately through **Courier only** within 7 days from today. (Not in Person)

Date 11-Apr-2017

Dear Ms.Pavithra M,

Zilogic Systems is pleased to inform that you have been selected for employment with our organization as **Engineer**.

You are advised to read and understand the contents of this offer letter. After understanding the contents, please fill the exact date of joining, in the space provided and sign the duplicate copy of this letter and return the same to indicate your acceptance of the terms and conditions stipulated herein.

As is true with any organization comprising a group of members, Zilogic Systems has certain guidelines for employment and practices, to keep the organization healthy and growth oriented. Zilogic Systems expects you to maintain the standard of initiative, efficiency, technical competence and economic prudence practiced in the company.

Remuneration

Zilogic Systems will provide the monthly remuneration that includes your basic pay, benefits and retivals as indicated in the Annexure. The benefits includes allowances, reimbursements, EX-GRATIA, Mediclaim and Insurance. Under the standard benefit, you will be covered with Individual Mediclaim for a sum of Rs. 1,00,000 and a group insurance for a sum of Rs. 4,00,000 towards Road/Industrial safety and personal accident. The retivals includes PF, ESI (If applicable) and Gratuity as per the provisions of Gratuity Act., 1972. Your pay shall be credited to your bank account before 5th of every calendar month after deduction of income tax or other statutory dues to Government as applicable in force. The EX-GRATIA will be paid at the end of every financial year, on 31st March. You will be eligible to receive the same if you are on the pay roll of Zilogic Systems and not serving your notice on the above said date.

Joining Procedure

At the time of joining, you are requested to furnish proof of age, certificates and mark sheets indicating your accomplishments. If previously employed you are required to furnish salary certificates, experience certificates and relieving certificates from the employers. Originals of the above mentioned documents should be made available for scrutiny and copies there of for records. If you are holding a valid passport or traveled abroad earlier, your passport details will be needed for company records. You are advised to bring your passport at the time of joining.

Place of Work

You will report into Zilogic Systems Chennai office. Zilogic Systems may, after giving you reasonable notice, transfer or assign your services to any associate company, branch, subsidiary or other companies, concerns, organizations, or firms with whom Zilogic Systems may make any such arrangement or agreement. You may also be required to work at any client premises based in India or overseas on a temporary basis.

Regd. Office: Zilogic Systems Private. Limited, No.15, IV Main Road, Kamaraj Nagar, Thiruvanmiyur, Chennai – 600 04
Phone: 91-44-24480505, 91-44-45018795. email: info@zilologic.com. Web: www.zilologic.com



Prathyusha Placement <placement@prathyusha.edu.in>

Fwd: IBM India Pvt Ltd - Expression Of Interest**bandaru sujith** <bandarusujith@gmail.com>
To: placement@prathyusha.edu.in

Wed, Jul 12, 2017 at 10:44 AM

----- Forwarded message -----
From: "gtscampus@in.ibm.com" <Enterprise@trm.brassring.com>
Date: 12-Sep-2016 2:51 PM
Subject: IBM India Pvt Ltd - Expression Of Interest
To: <bandarusujith@gmail.com>
Cc:

Dear BANDARU SUJITH,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

1. Log in to the Candidate Portal here: Candidate Portal Hyperlink
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

While you do so, we sincerely request you to review your experience with us on Glassdoor and inspire others like you. Please find the PDF attached with this mail for more details.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,
IBM India University Hiring Team
IBM India Pvt. Ltd.
Manyata Embassy Business Park
G2 Block, Nagawara Outer Ring Road
Bangalore - 560045

Note:

- We request you to kindly accept the Letter within 5 days of its receipt
- Should there be any queries or concerns regarding your Expression of Interest, feel free to connect with us on: +91 80 491 40279 (Monday - Friday: 10.00AM - 5.00PM). We shall be happy to help you

Attached Files:

Welcome to the IBM family.pdf

7/12/17,



Prathyusha Placement <placement@prathyusha.edu.in>

Fwd: IBM India Pvt Ltd - Expression Of Interest

nirmal sai <nirmalsai.tns@gmail.com>
To: placement@prathyusha.edu.in

Sat, Jul 15, 2017 at 8:30 AM

----- Forwarded message -----
From: "gtscampus@in.ibm.com" <Enterprise@trm.brassring.com>
Date: 12 Sep 2016 14:57
Subject: IBM India Pvt Ltd - Expression Of Interest
To: <nirmalsai.tns@gmail.com>
Cc:

Dear THANDRA NIRMAL SAI,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

1. Log in to the Candidate Portal here: [Candidate Portal Hyperlink](#)
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

While you do so, we sincerely request you to review your experience with us on Glassdoor and inspire others like you. Please find the PDF attached with this mail for more details.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,
IBM India University Hiring Team
IBM India Pvt. Ltd.
Manyata Embassy Business Park
G2 Block, Nagawara Outer Ring Road
Bangalore - 560045

Note:

- We request you to kindly accept the Letter within 5 days of its receipt
- Should there be any queries or concerns regarding your Expression of Interest, feel free to connect with us on: +91 80 491 40279 (Monday - Friday: 10.00AM - 5.00PM). We shall be happy to help you

Attached Files:

Welcome to the IBM family.pdf



Prathyusha Placement <placement@prathyusha.edu.in>

Fwd: IBM India Pvt Ltd - Expression Of Interest

Monika Rajendran <rajmonika944@gmail.com>
To: placement@prathyusha.edu.in

Wed, Jun 14, 2017 at 10 32 AM

----- Forwarded message -----

From: gtscampus@in.ibm.com <Enterprise@trm.brassring.com>
Date: Mon, Sep 12, 2016 at 2:57 PM
Subject: IBM India Pvt Ltd - Expression Of Interest
To: rajmonika944@gmail.com

Dear MONIKA R,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

1. Log in to the Candidate Portal here: Candidate Portal Hyperlink
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

While you do so, we sincerely request you to review your experience with us on Glassdoor and inspire others like you. Please find the PDF attached with this mail for more details.

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Sincerely,
IBM India University Hiring Team
IBM India Pvt. Ltd.
Manyata Embassy Business Park
G2 Block, Nagawara Outer Ring Road
Bangalore - 560045

Note:

- We request you to kindly accept the Letter within 5 days of its receipt
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Attached Files:
Welcome to the IBM family.pdf



S10 Healthcare Solutions (P) Ltd
No 21 Race course road
Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

Ms. Gowthami S
Chennai

7th June 2017

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as "Tr. Health Information Analyst" and Stipend would be Rs: 10500 /-

In Addition to the above stipend, Variable pay of Rs: 3000 will be paid every month. (On Deployment)

You are required to join us on or before 19th Jun 2017. You are requested to bring with you the following documents at the time of joining your duties.

1. Four passport size photographs
2. Copies of educational/professional qualifications and experience certificates.
3. Copies of Id proof/Address proof.
4. Any Two references (Family or Friends)

We trust that your knowledge, skills and experience will be among our most valuable assets.

Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

Thanking you,

Human Resources



S10 Healthcare Solutions (P) Ltd
No 21 Race course road
Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

Mr. Gokul Raj M
Chennai

7th June 2017

OFFER LETTER

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Thanking you,



Human Resources



S10 Healthcare Solutions (P) Ltd
No 21 Race course road
Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

Ms. Charulatha B
Chennai

7th June 2017

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as "Tr. Health Information Analyst" and Stipend would be Rs: 10500 /-

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Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

Thanking you,


Human Resources



F E T T

S10 Healthcare Solutions (P) Ltd
No 21 Race course road
Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

Ms. Abinaya D
Chennai

7th June 2017

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as "Tr. Health Information Analyst" and Stipend would be Rs: 10500 /-

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Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

Thanking you,

Human Resources



S10 Healthcare Solutions (P) Ltd
No 21 Race course road
Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

Mr. Hariganesh S
Chennai

ECT-17

7th June 2017

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as "Tr. Health Information Analyst" and Stipend would be Rs: 10500 /-

In Addition to the above stipend, **Variable pay of Rs: 3000** will be paid every month. (On Deployment)

You are required to join us on or before **19th Jun 2017**. You are requested to bring with you the following documents at the time of joining your duties.

1. Four passport size photographs
2. Copies of educational/professional qualifications and experience certificates.
3. Copies of Id proof/Address proof.
4. Any Two references (Family or Friends)

We trust that your knowledge, skills and experience will be among our most valuable assets.

Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

Thanking you,

Human Resources



SIO Healthcare Solutions (P) Ltd
No 21 Race course road
Guindy, Chennai 600 032
Tamil Nadu, India
T +91 44 40510 510
www.siohealth.com

Mr. Chennai Venkara Harish
Chennai

7th June 2017

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as "Tr. Health Information Analyst" and Stipend would be Rs: 10500/-

In Addition to the above stipend, Variable pay of Rs: 3000 will be paid every month. (On Deployment)

You are required to join us on or before 19th Jun 2017. You are requested to bring with you the following documents at the time of joining your duties.

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3. Copies of Id proof/Address proof.
4. Any Two references (Family or Friends)

We trust that your knowledge, skills and experience will be among our most valuable assets.

Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

Thanking you,



Human Resources



S10 Healthcare Solutions (P) Ltd
No 21 Race course road
Guindy, Chennai 600 032
Tamil Nadu, India
T +9144 40510 510
www.s10health.com

Ms. Karthika V
Chennai

7th June 2017

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as "Tr. Health Information Analyst" and Stipend would be Rs: 10500 /-

In Addition to the above stipend, Variable pay of Rs: 3000 will be paid every month. (On Deployment)

You are required to join us on or before 19th Jun 2017. You are requested to bring with you the following documents at the time of joining your duties.

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2. Copies of educational/professional qualifications and experience certificates.
3. Copies of Id proof/Address proof.
4. Any Two references (Family or Friends)

We trust that your knowledge, skills and experience will be among our most valuable assets.

Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

Thanking you,


Human Resources

200 - 2012



14th March 2017

Ashok Kumar
+91 8144753004
ashokdefy@gmail.com

Dear Ashok,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade, business, occupation or employment.

NSM Services Private Limited
 Block 7, 11th Floor DLF IT SEZ Park, 1/124 Shivaji Gardens, Manapakkam, Chennai – 600089, India
 CIN: U72200TN2015PTC101740
www.NationstarMtg.com

ECE - 2017



Prathyusha Placoment <placement@prathyusha.edu.in>

Re: Welcome to Nationstar|| Offer Letter _ Dinesh

DINESH DAVE <dineshe20.96@gmail.com>
 To: placement@prathyusha.edu.in

Mon, Aug 7, 2017 at 11:34 AM

On Mar 14, 2017 8:13 PM, "Uma Maheswari Ponnusamy" <UmaMaheswari.Sathiyamoorthy@nationstarmail.com> wrote:

Dear Dinesh,

Subsequent to your interviews, we are very pleased to offer you a position **Process Associate - Trainee** at our Chennai office. Please find a copy of your Offer Letter.

Your skills, experience and enthusiasm are an incredible asset and we look forward to having you on board. We hope that you are equally excited to join us!

Please review the attached document outlining your salary and benefits and respond to this email at the earliest to accept the offer. Once we receive a confirmation from you, we will contact you with the next steps. We look forward to welcoming you to our team. Kindly send your acceptance on or before **March 16, 2017**.

Kindly note that your employment is subjected to passing our background verification processes and you shall submit all the necessary documents require to initiate your background check.

Please do not hesitate to contact me if you have any questions or need any additional information.

NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., which is also the holding company for well-known brands such as Nationstar, Xome, Greenlight Loans and Champion Mortgage. Based in Dallas, Texas, Nationstar Mortgage provides servicing, origination and transaction based services related principally to single family residences throughout the United States. Additional corporate information is available on the Shareholder Relations section of www.nationstarmtg.com.

Best Regards,

Uma P

Manager- Talent Acquisition



Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

1488337 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear GomathiPriya,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer at Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

At the time of joining, you are required to sign a service bond with our Organization. As per this bond, you will be required to serve the Company for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** towards damages to the Company.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

This Letter of Intent is valid subject to you being medically fit, completing your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% in HSC or equivalent course and minimum of **First Class/60%** in all other courses completed by you prior to your qualifying academic course, successfully completing any Company organized training imparted prior to your date of joining and also completing all necessary legal documentations pertaining to your employment.

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus joining Team on (mail id: Campusjoining@techmahindra.com) which in any case should not be later than **07-Feb-2017** failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



'K Sharma
lead - Resource Management Group

04/2017

Ms. Sandhya B. B. B.
6A, Maha Vishnu Nagar,
Arakkonam road,
Tiruttani - 631209

10/12/2017

Dear Sandhya,

Congratulations on taking your first steps towards successful and rewarding career with eNoah. Further to our discussion, we have pleasure in provisionally offering you the position of Associate International Voice Process. You are supposed to join us at the earliest for the training.

Your training period will be for 30 days from the date of joining. After successful completion of training, you will become an employee of eNoah. During this training period, you will be offered a stipend of Rs. 12000/- which will include your night shift allowance of Rs. 8000/-.

You will be initially placed at Chennai. Your overall earnings per year will be Rs.2,24,000/- P.a.(approx.) This will include your Annual CTC Rs.1,76,000/- p.a. + Night Shift Allowance (as per policy) Rs.24,000/- p.a. *(based on attendance) + Voice Allowance (as per policy) Rs.24,000/- p.a. *.

Please submit the following documents within 25 days from the date of this letter:

- Y Proof of Address & Identity;
- Y Proof of educational qualifications
- Y Service certificate / Appointment letter of previous and present organisation(if applicable);
- Y Copy of last drawn pay slips(if applicable);
- Y Proof of incentives drawn (if any);
- Y 2 stamp size and 2 passport size photographs;
- Y Medical examination report - Will be given after joining the company.

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you. This offer is valid subject to the following:

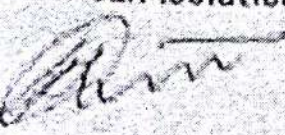
- Y Genuinity of the documents submitted by you;
- Y Satisfactory reference checks and
- Y Pre-employment medical health examination
- Y Ability to pass the initial pre assessment done during the training period.

In exceptional circumstances like breach of discipline, low productivity and poor quality of work eNoah reserves the right to rescind the offer of and eNoah will not be responsible for any liability arising thereof.

We look forward to welcome you on board!

Best Regards,

For eNoah ISolution India Private Limited


Ajesh Kumar G
Manager - Human Resource

eNoah ISolution India Private Limited

Software City, 3rd Floor, Rajiv Gandhi Salar, Taramani, Chennai - 600 113, India. Phone : +91 44 3000020/30/40 Fax : +91 44 3000020

www.enoahsolution.com

CIN U72300TN2008PTC058178

Ref. No.HTC/CAMP/2016-17/10010

December 20, 2016

Ms. Ayshwarya J
No 5, 27th Cross street Avenue, Banu Nagar,
Pudur, Ambattur, Chennai - 53

Dear Ayshwarya,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
- On successful completion of your academic degree program, your original mark sheets / certificates will be verified by us. You shall submit a copy of your academic certificates (10th and 12th, course completion certificates along with mark sheets).
- HTC requires you to submit a copy of your valid passport within 3 months of your joining.
- HTC reserves the right to carry out necessary background checks on your profile and your offer is strictly subject to favorable clearance of such background checks.

Batch-wise intake

- HTC's training division will communicate the start date of the training batch to which you will be allocated.
- HTC will induct batches into the organization in a phased manner.
- Your academic credentials and the HTC interview ratings will determine your internal ranking which will help us allocate you to the training programs at HTC.
- You will be designated as Programmer Analyst Trainee with a starting salary of Rs.3,00,000/- (Rupees Three Lakhs only) per annum, all inclusive.
- A special one-time bonus of Rs.1,00,000/- (Rupees One Lakh only) will be paid in the 4th year by way of quarterly payments Rs.25,000/- (Rupees Twenty Five thousand only) each.

HTC's training program

- HTC provides a unique, career based program, providing training in the areas of Information Technology, with a commitment and obligation from the participants to serve HTC and its group companies as an employee for a minimum period of 3 years.
- You will be periodically evaluated during the training program through tests, projects and interviews.

2

Ref. No.HTC/CAMP/2016-17/10005

December 20, 2016

Ms. Deepika D
No 12, Perumal Koil Street, Ikkadu kandigai,
Thiruvallur

Dear Deepika,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
- On successful completion of your academic degree program, your original mark sheets / certificates will be verified by us. You shall submit a copy of your academic certificates (10th and 12th, course completion certificates along with mark sheets).
- HTC requires you to submit a copy of your valid passport within 3 months of your joining.
- HTC reserves the right to carry out necessary background checks on your profile and your offer is strictly subject to favorable clearance of such background checks.

Batch-wise intake

- HTC's training division will communicate the start date of the training batch to which you will be allocated.
- HTC will induct batches into the organization in a phased manner.
- Your academic credentials and the HTC interview ratings will determine your internal ranking which will help us allocate you to the training programs at HTC.
- You will be designated as **Programmer Analyst Trainee** with a starting salary of Rs.3,00,000/- (Rupees Three Lakhs only) per annum, all inclusive.
- A special one-time bonus of Rs.1,00,000/- (Rupees One Lakh only) will be paid in the 4th year by way of quarterly payments Rs.25,000/- (Rupees Twenty Five thousand only) each.

HTC's training program

- HTC provides a unique, career based program, providing training in the areas of Information Technology, with a commitment and obligation from the participants to serve HTC and its group companies as an employee for a minimum period of 3 years.
- You will be periodically evaluated during the training program through tests, projects and interviews.

Ref. No.HTC/CAMP/2016-17/10075

December 20, 2016

Mr.Kandula Sai Krishna Prasad
No 4/24, K.Kandulavaripalli,
Kampasamudram,
Chitvel (Mandal) – Kadapa district,
Andhrapradesh

Dear Krishna Prasad,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
- On successful completion of your academic degree program, your original mark sheets / certificates will be verified by us. You shall submit a copy of your academic certificates (10th and 12th, course completion certificates along with mark sheets).
- HTC requires you to submit a copy of your valid passport within 3 months of your joining.
- HTC reserves the right to carry out necessary background checks on your profile and your offer is strictly subject to favorable clearance of such background checks.

Batch-wise intake

- HTC's training division will communicate the start date of the training batch to which you will be allocated.
- HTC will induct batches into the organization in a phased manner.
- Your academic credentials and the HTC interview ratings will determine your internal ranking which will help us allocate you to the training programs at HTC.
- You will be designated as **Programmer Analyst Trainee** with a starting salary of Rs.3,00,000/-(Rupees Three Lakhs only) per annum, all inclusive.
- A special one-time bonus of Rs.1,00,000/-(Rupees One Lakh only) will be paid in the 4th year by way of quarterly payments Rs.25,000/-(Rupees Twenty Five thousand only) each.

HTC's training program

- HTC provides a unique, career based program, providing training in the areas of **Information Technology**, with a commitment and obligation from the participants to serve HTC and its group companies as an employee for a minimum period of 3 years.
- You will be periodically evaluated during the training program through tests, projects and interviews.

Ref. No.HTC/CAMP/2016-17/10001

December 20, 2016

Ms.Mary Sheela J R
No 125,Gulmahal Street, Poonganagar,
Tiruvallur – 602001

Dear Mary,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
- On successful completion of your academic degree program, your original mark sheets / certificates will be verified by us. You shall submit a copy of your academic certificates (10th and 12th, course completion certificates along with mark sheets).
- HTC requires you to submit a copy of your valid passport within 3 months of your joining.
- HTC reserves the right to carry out necessary background checks on your profile and your offer is strictly subject to favorable clearance of such background checks.

Batch-wise intake

- HTC's training division will communicate the start date of the training batch to which you will be allocated.
- HTC will induct batches into the organization in a phased manner.
- Your academic credentials and the HTC interview ratings will determine your internal ranking which will help us allocate you to the training programs at HTC.
- You will be designated as **Programmer Analyst Trainee** with a starting salary of Rs.3,00,000/- (Rupees Three Lakhs only) per annum, all inclusive.
- A special one-time bonus of Rs.1,00,000/- (Rupees One Lakh only) will be paid in the 4th year by way of quarterly payments Rs.25,000/- (Rupees Twenty Five thousand only) each.

HTC's training program

- HTC provides a unique, career based program, providing training in the areas of Information Technology, with a commitment and obligation from the participants to serve HTC and its group companies as an employee for a minimum period of 3 years.
- You will be periodically evaluated during the training program through tests, projects and interviews.





14th March 2017

Ashok Kumar

+91 8144753004

ashokdefy@gmail.com

Dear Ashok,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade business, occupation or employment.

NSM Services Private Limited

11/5/17, 11th Floor, DLF IT SEZ Park, 1/124 Shivaji Gardens, Maripudai, Chennai - 600 030, IN

044-2220-11115, 1010104

www.nsm.com



14th March 2017

Kaathuri K

+91 9047097799

kaathuri96moorthy@gmail.com

Dear Kaathuri,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade business, occupation or employment.

14th March 2017

Nandhini S

+91 9444357536

nandhinishobi@gmail.com

Dear Nandhini,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source); PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade business, occupation or employment.

NSM Services Private Limited

Block 7, 1st Floor, DLF Phase 1 (Part), 1/124 Shilpi Gardens, Mangalochery, Chennai - 600 080, India
CORPORATE IDENTIFICATION NUMBER: U72200TN2012PTC0000001
Yours faithfully,
[Signature]



14th March 2017

Prashanth M

+91 9791087117

prashanthmalle011@gmail.com

Dear Prashanth,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade business, occupation or employment.

NSM Services Private Limited

107, 11th Floor, DLF IT'S Hub, 1/128 Shilpi Gardens, Nungambakki, Chennai - 600034, India

2017-03-14 10:10:10

14th March 2017

Yashwanth P

+91 9841351187

yashu1995@hotmail.com

Dear Yashwanth,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade business, occupation or employment.

NSM Services Private Limited

11th Floor, 1/124 Shilpi Car Park, Nandanam, Chennai - 600 008, India

CG: U77100

W: 9841351187

Aloslyus Joseph,
No : 15, Zameen Korattur, Nemam Post,
Thirumazhisal VIA, T.H.Road,
Poonamallee - 600124.

22-Feb-17

Dear Aloslyus,

Sub: Issue of offer letter as "Trainee - Software Engineer",

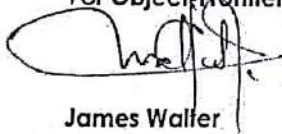
This has reference to your application and the subsequent discussions you had with us. We are pleased to offer you as "Trainee - Software Engineer" and your joining date would be tentatively 17-Jul-17.

The following terms and conditions:

1. You will undergo training for a period of Six Months with effect from the date of joining.
2. Your place of work will be at our Chennai facility. However, your services are liable to be transferred either on temporary or on permanent basis at any time as and when it becomes necessary.
3. Your emoluments will be **Rs.275000/- (Two Lakh and Seventy Five Thousand Only)** per annum inclusive of all Allowances (CTC).
4. You are expected to execute a service agreement for a period of two years from the date of joining.
5. At the time of joining, you should submit all the relevant documents as mandated by company as indicated in **Annexure A**.
6. We will issue a detailed appointment letter at the time of joining.

We heartily welcome you to join our Frontian Family.

Yours truly,
For Object Frontier Software Pvt. Ltd.



James Waller
CEO

I accept the above terms and conditions and agree to abide by the same.

Signature
Aloslyus Joseph

Object-Frontier Software Private Limited

www.objectfrontier.com

Corporate Office
Wellington Estate
7, 1st Floor, 53, Ethiraj Salai,
Egmore, Chennai - 600 008, INDIA
Tel : +91-44-3024 1900
Fax : +91-44-3024 1990
E-mail : india@object-frontier.com

Development Centre
Zenith, Ascendas International Tech Park Chennai,
Unit No: 1 & 4, 12th Floor,
Taramani, Chennai - 600113, INDIA
Tel : +91-44-3061 2100
Fax : +91-44-3061 2200
E-mail : india@object-frontier.com

North America
Objectfrontier Inc.,
Atlanta-US Headquarters
3025 Windward Plaza
Suite 525, Alpharetta, GA 300
Tel : +1 (470) 210-3330
Fax : +1 (470)-210-3340
E-mail : usa@object-frontier



Conditional Offer of Employment

Name : J. Aishwarya
Address : #2A / 2, TNHB, R.D.O Compound,
Ranipet, Vellore - 632 401.

01st March, 2017

Dear Aishwarya,

With reference to our discussions, we are pleased to offer position of "Software Engineer-Trainee" at "Level-1" in our Company. Your total Cost to Company (CTC) will be Rs. 1,44,000/- per annum post successfully completion of the 45-day Intensive training. The other details about your CTC are presented in Annexure A.

Your appointment will be governed by the terms and conditions of the employment. You will also be governed by the rules, regulations and practices in vague and those that may change from time to time.

Terms and conditions for the Offer:

- You are required to undergo the mandatory 45-day training at our office and should successfully complete, to join us in our services. The company bears all the expenses for this training.
- Organization is liable to terminate this offer if your performance is not up to our satisfactory level during the training.
- The training will be about 5 hours per day, 6 days per week (Mon-Sat). No leaves or absence will be entertained during the training.
- No Stipend or Salary will be paid during the training.

Please Note:

- This appointment is subject to satisfactory professional reference checks
- This offer is valid for 15 days from the date of offer.

We are certain that you will find a career with the company to be both challenging and rewarding. We look forward to you joining with us.

Regards,

The above terms and conditions are acceptable to me.



Authorized Signature

J. Aishwarya
Candidate's Signature

Surya Informatics Solutions Pvt. Ltd.

© # 70/16, Sundar Bans, II Floor, 100 Feet Road, Ashok Nagar, Chennai - 600 083.

☎ + 91 44 4203 3352/55 ☎ + 91 73586 48707 ✉ hr@suryainformatics.com 🌐 www.suryainformatics.com

Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

1488332 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear Nivetha,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer at Band U and Sub Band U1** in our Organization.

On joining you will be under probation for a period of **6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

At the time of joining, you are required to sign a service bond with our Organization. As per this bond, you will be required to serve the Company for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** towards damages to the Company.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

This Letter of Intent is valid subject to you being medically fit, completing your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% in HSC or equivalent course and minimum of First Class/60% in all other courses completed by you prior to your qualifying academic course, successfully completing any Company organized training imparted prior to your date of joining and also completing all necessary legal documentations pertaining to your employment.

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus joining Team on (mail id: Campusjoining@techmahindra.com) which in any case should not be later than **07-Feb-2017** failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group

Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

1488325 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear Maheshwar,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer at Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

At the time of joining, you are required to sign a service bond with our Organization. As per this bond, you will be required to serve the Company for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** towards damages to the Company.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

This Letter of Intent is valid subject to you being medically fit, completing your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% in HSC or equivalent course and minimum of First Class/60% in all other courses completed by you prior to your qualifying academic course, successfully completing any Company organized training imparted prior to your date of joining and also completing all necessary legal documentations pertaining to your employment.

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus joining Team on (mail id: Campusjoining@techmahindra.com) which in any case should not be later than **07-Feb-2017** failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



P.K Sharma
lead - Resource Management Group

Date 11-Apr-2017

Dear Ms.Pavithra M,

Zilogic Systems is pleased to inform that you have been selected for employment with our organization as **Engineer**.

You are advised to read and understand the contents of this offer letter. After understanding the contents, please fill the exact date of joining, in the space provided and sign the duplicate copy of this letter and return the same to indicate your acceptance of the terms and conditions stipulated herein.

As is true with any organization comprising a group of members, Zilogic Systems has certain guidelines for employment and practices, to keep the organization healthy and growth oriented. Zilogic Systems expects you to maintain the standard of initiative, efficiency, technical competence and economic prudence practiced in the company.

Remuneration

Zilogic Systems will provide the monthly remuneration that includes your basic pay, benefits and retirals as indicated in the Annexure. The benefits includes allowances, reimbursements, EX-GRATIA, Mediclaim and Insurance. Under the standard benefit, you will be covered with Individual Mediclaim for a sum of Rs. 1,00,000 and a group insurance for a sum of Rs. 4,00,000 towards Road/Industrial safety and personal accident. The retirals includes PF, ESI (If applicable) and Gratuity as per the provisions of Gratuity Act., 1972.

Your pay shall be credited to your bank account before 5th of every calendar month after deduction of income tax or other statutory dues to Government as applicable in force. The EX-GRATIA will be paid at the end of every financial year, on 31st March. You will be eligible to receive the same if you are on the pay roll of Zilogic Systems and not serving your notice on the above said date.

Joining Procedure

At the time of joining, you are requested to furnish proof of age, certificates and mark sheets indicating your accomplishments. If previously employed you are required to furnish salary certificates, experience certificates and relieving certificates from the employers. Originals of the above mentioned documents should be made available for scrutiny and copies there of for records.

If you are holding a valid passport or traveled abroad earlier, your passport details will be needed for company records. You are advised to bring your passport at the time of joining.

Place of Work

You will report into Zilogic Systems Chennai office. Zilogic Systems may, after giving you reasonable notice, transfer or assign your services to any associate company, branch, subsidiary or other companies, concerns, organizations, or firms with whom Zilogic Systems may make any such arrangement or agreement. You may also be required to work at any client premises based in India or overseas on a temporary basis.

Subject: Reg. GET Offer

From: Saravananvr (saravanan.vr@rmcindia.com)

To: place_prathyusha@yahoo.com;

Cc: ramakrishnan.g@rmcindia.com; jayesh@rmcindia.com;
arumugaperumal@rmcindi.com;

Date: Friday, 12 May 2017 10:46 AM

CIVIL-2017

Dear Sir,

PFA the offer letter of Ms. Kalki Krupa B.E. Civil selected from Campus recruitment held at Vellammal Engineering college.

Kindly inform the candidate and ask her to send acceptance mail and also she need to undergo medical examination.

Kindly let me know her convenient date and time for he medical test.

If any clarification she can contact me at any time.

Thanks & Regards

V.R.Saravanan

RMC Readymix (India)

(A Division of Prism Cement Ltd)

AC-26, Sidco Industrial Estate,

Thirumudivakkam,

Chennai 600044.

Mobile: 9962099050

Sir,
I Forward for
NOTE already published.
Apr. 12, 17.

RMC Readymix (India)
A Division of Prism Cement Limited
New Office: Windsor, 7th Floor, C.S.T. Road,
Near Kalyanagar, Kalina,
Santacruz (E), Mumbai-400 093, India.
Tel: +91-22-26547000, 26526171/2/3/4
Fax: +91-22-26547111/26547123



Mix with the Best

10th May, 2017

To,
Ms. Kalki Krupa V. 9597454039
Thiruvallur.

Dear Ms. Kalki Krupa V.,

Sub. : Offer for Graduate Trainee Engineer in our Organization.

At the outset we thank you for the interest you have shown in our organization by participating in our Management Trainee identification process and subsequent to the interview you had with us; we are pleased to offer you a position as "Management - Trainee" in our Organization with the following particulars:

1. Joining date : will be intimated later
2. Training Period : 18 months
3. Place of Training : will be intimated later
4. Stipend : For first 12 months - Rs. 27,000/- p.m. (Rupees Twenty Seven Thousand only) and for next 6 months Rs. 30,000/-p.m. (Rupees Thirty Thousand only)

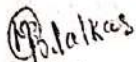
On satisfactory completion of the Training period and on basis of your performance you shall be absorbed in suitable position in our organization.

5. This offer is valid till the date of joining as mentioned above. Any change in the same may be admitted subject to the approval of the undersigned in writing.
6. Documents to be submitted:
 - Copies of Qualification Certificates
 - Copies of Experience Certificates
 - Age Proof (School / College Leaving Certificate)
 - 4 number of passport size colour photographs
 - Copy of the IT PAN Card and Passport / Driving License / Voters Card
 - Residential Proof (Electricity Bill / Passport zerox copy)
 - Cancelled Bank Cheque of your bank
 - Aadhar Card
7. This offer for training is made based on the credentials you have furnished in your application/CV and discussed during the interview. If any of the facts provided are false, we reserve the right to terminate the agreement.
8. The above offer is subject to a medical examination and reference verification.

Kindly sign the duplicate copy of this letter as a token of your acceptance and return it to us on or before 15.05.2017. On receipt of your confirmation, we will inform about further course of action.

Thanking you,

Yours faithfully,
For RMC Readymix (India)
(A Division of Prism Cement Limited)


Milan Golatkar
Vice President - Human Resource

Received,
Kalki Krupa V
13-05-17

Civil-2017

Subject: Reg. GET Offer
From: Saravananvr (saravanan.vr@rmcindia.com)
To: place_prathyusha@yahoo.com;
ramakrishnan.g@rmcindia.com; jayesh@rmcindia.com;
Cc: arumugaperumal@rmcindi.com;
Date: Friday, 12 May 2017 10:46 AM

Dear Sir,

PFA the offer letter of Ms. Kalki Krupa B.E. Civil selected from Campus recruitment held at Vellammal Engineering college.

Kindly inform the candidate and ask her to send acceptance mail and also she need to undergo medical examination.

Kindly let me know her convenient date and time for he medical test.

If any clarification she can contact me at any time.

Thanks & Regards

V.R.Saravanan

RMC Readymix (India)

(A Division of Prism Cement Ltd)

AC-26, Sidco Industrial Estate,

Thirumudivakkam,

Chennai 600044.

Mobile: 9962099050



RMC Readymix (India)
(A Division of Prism Cement Limited)

Head Office: Windsor, 7th Floor, C.S.T. Road,
Near Vidyanagari, Kalina,
Santacruz (E), Mumbai-400 098. India.
Tel: +91-22-26547000, 26526171/2/3/4
Fax: +91-22-26547111/26547123



Mix with the Best

10th May, 2017

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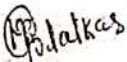
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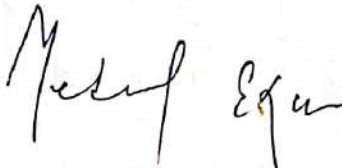
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 - 4 number of passport size colour photographs
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 - Residential Proof (Electricity Bill / Passport zerox copy)
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Thanking you,

Yours faithfully,
For RMC Readymix (India)
(A Division of Prism Cement Limited)


Milan Golatkar
Vice President - Human Resource


18 May 17.

CIVIL-17



varsha babu <varshababu1996@gmail.com>

Resume

Narayan Moorthy <moorthy0775@gmail.com>

Mon, May 29, 2017 at 10:44 AM

To: Varsha Chandrababu <varshababu1996@gmail.com>

Date: 29/05/2017

Good mring, hv a good day

To: Ms Varsha C

Please refer our advt in The Hindu dated. 21/5/2017.

Your application dated 24/5/2017 and subsequent to our personal interview on 24/5/2017.

You have been shortlisted and selected for the post of "Trainee Draughtsman".

You are requested to join the duty from 1st June 2017 onwards @ 9.30 am given below address.

All the best

With warm regards

Narayana Moorthy M
Narayana Associates
187-A, Z Block 5th Street,
Anna Nagar, Chennai 600 040.
Near Hotel Saravana Bhavan
Tel: 76959 88839 / 81449 88839

[Quoted text hidden]

Handwritten signature and text, possibly including a date like 29/5/17.

IDBI FEDERAL
 In association with Agents
 IDBI Federal Life Insurance Co Ltd

Private & Confidential

Coimbatore

05.04.2017

To,
 FERNANDEZ D
 CHENNAI

Dear MR FERNANDEZ D

Offer for final placement

It's my pleasure to write you the below candidates are shortlisted on the process of WAD followed by IDBIFEDERAL LIFE CO LTD, COIMBATORE [ERODE Division]. The reason why we would like to follow a minimum qualifying bench mark is, Life insurance sales is perceived as one of the toughest profession and we as a company prefer to recruit candidates with prior experience in direct selling. You will be appointed as a Wealthsurance Advisor for 3 months period and tested on knowledge, skills and attitude. Based on your achievement, you will be promoted as a Team Leader. Basic salary with incentive refers the annual income details below.

Annual Income:

Basic + Productivity Bonus	3,50,000
Total	3,50,000

Target:

Target	2,00000 (APE)
Application	8
Recruitment	3

We will be pleased to offer on the basis of below points listed.

1. You have to apply and attend 4 days of basic training program organized at branch. After the completion of training, candidates will appear for IRDA exam.
 2. Ones you clear the exam you will get 10 digit code and welcome kit with account opening form and ID card..
 3. You should have 3 candidates under you. After that you will be promoted as a Team Leader.
 4. Placement Location will be Coimbatore and Erode.
- Hope the communication is clear and more clarification can be sought from the undersigned.

Yours Sincerely,


 Kannan V

Branch Manager,
 Coimbatore [Erode Division].

Student Signature



Private & Confidential

Coimbatore

05.04.2017

To,
RAJA A
CHENNAI

Dear MR RAJA A

Offer for final placement

It's my pleasure to write you the below candidates are shortlisted on the process of WAD followed by IDBIFEDERAL LIFE CO LTD, COIMBATORE [ERODE Division]. The reason why we would like to follow a minimum qualifying bench mark is, Life insurance sales is perceived as one of the toughest profession and we as a company prefer to recruit candidates with prior experience in direct selling. You will be appointed as a Wealthsure Advisor for 3 months period and tested on knowledge, skills and attitude. Based on your achievement, you will be promoted as a Team Leader. Basic salary with incentive refers the annual income details below.

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Total	3,50,000

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Hope the communication is clear and more clarification can be sought from the undersigned.

Yours Sincerely,

Kannan V

Branch Manager,

Coimbatore [Erode Division].

Student Signature



An ISO 9001:2008 Certified Company

ADHERE BONDS COATS PVT. LTD.

The Versatile Construction Chemicals

Ref:No: ABC/MK/30 - 4

Dt.30.01.17

P.Madhan Kumar,

Chennai


Sub : Joining Letter – reg

I hereby accept to join as trainee project executive with effect from 1st Feb 2017 purely on training basis for 3 months period. During which Rs.9000/- (Nine Thousand only) As stipend and Actual Petrol / conveyances allowance paid extra .. On successful completion there will be upward revision, on the contrary if performance found wanting / inadequate termination of services comes in to immediate effect.

I accept & signing the joining the order.

Name P.madhan kumar

P.madhan kumar
Signature

HR Dept

C.B.Isaac

ABC

No. 101, W-Block, 2nd Avenue, Anna Nagar, Chennai - 600 040. Ph : 044-2620 8044, 26211841
E-mail : admin@adherebonds.com Website : www.adherebonds.com



An ISO 9001 : 2008 Certified Company

ADHERE BONDS COATS PVT. LTD.

The Versatile Construction Chemicals

Ref:No: ABC/PK/30 - 3

Dt.30.01.17

Praveen Kumar,

Chennai

Sub : Joining Letter – reg

I hear by accept to join as trainee project executive with effect from 1st Feb 2017 purely on training basis for 3 months period. During which Rs.9000/- (Nine Thousand only) As stipend and Actual Petrol / conveyances allowance paid extra .. On successful completion there will be upward revision, on the contrary if performance found wanting / inadequate termination of services comes in to immediate effect.

I accept & signing the joining the order.

Name V.PRAVEEN KUMAR

Signature

HR Dept

C.B.Isaac

ABC

No. 101, W-Block, 2nd Avenue, Anna Nagar, Chennai - 600 040. Ph : 044-2620 8044, 26211841
E-mail : admin@adherebonds.com Website : www.adherebonds.com



An ISO 9001 : 2008 Certified Company

ADHERE BONDS COATS PVT. LTD.

The Versatile Construction Chemicals

Ref:No: ABC/PR/30 - 5

Dt.30.01.17

R.Praveen Raj,


Chennai

Sub : Joining Letter – reg

I hear by accept to join as trainee project executive with effect from 1st Feb 2017 purely on training basis for 3 months period. During which Rs.9000/- (Nine Thousand only) As stipend and Actual Petrol / conveyances allowance paid extra .. On successful completion there will be upward revision, on the contrary if performance found wanting / inadequate termination of services comes in to immediate effect.

I accept & signing the joining the order.

Name :- R.Praveen Raj

Signature :- R. 

HR Dep

C.B.Isaac

ABC

No. 101, W-Block, 2nd Avenue, Anna Nagar, Chennai - 600 040. Ph : 044-2620 8044, 26211841
E-mail : admin@adherebonds.com Website : www.adherebonds.com



An ISO 9001 : 2008 Certified Company

ADHERE BONDS COATS PVT. LTD.

The Versatile Construction Chemicals

Ref:No: ABC/PK/30 - 2

Dt.30.01.17

Pradeep,

Chennai

Sub : Joining Letter – reg

I hear by accept to join as trainee project executive with effect from 1st Feb 2017 purely on training basis for 3 months period. During which Rs.9000/- (Nine Thousand only) As stipend and Actual Petrol / conveyances allowance paid extra .. On successful completion there will be upward revision, on the contrary if performance found wanting / inadequate termination of services comes in to immediate effect.

I accept & signing the joining the order.

Name T. PRADEEP

Signature

HR Dept

C.B.Isaac

ABC

No. 101, W-Block, 2nd Avenue, Anna Nagar, Chennai - 600 040. Ph : 044-2620 88
E-mail : admin@adherebonds.com Website : www.adherebonds

CIVIL-17



BLUESCOPE

BlueScope Steel India Private Limited
4th Floor "Olympia Platina" Plot No. 33-B, South Phase,
Guindy Industrial Estate, Guindy, Chennai 600032
CIN: U27100PN1996PTC131114

22nd June 2017

STRICTLY PRIVATE AND CONFIDENTIAL

MAHALAKSHMI P.D

We are delighted to extend you an offer of employment to join BlueScope Steel India Private Limited (the "Company"), effective 3 July 2017, at its office located at Chennai.

You will be employed as **Engineering Technician-Trainee**, and will perform all acts, duties and obligations and comply with such orders as may be designated by the Company which are reasonably consistent with that position. During your employment with the Company, you will perform your duties under the guidance and as per the instructions of the **Engineering Manager** or such officer(s) that the management of the Company may designate from time to time. The Company may require you to undertake the duties of another position, either in addition to or instead of the above duties, it being understood that you will not be required to perform duties which are not reasonably within your capabilities.

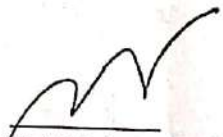
You agree to serve the Company faithfully and diligently in the performance of your duties and to use your best efforts to further the interests of the Company and to comply with all lawful instructions and directions of the Company as may be in effect from time to time. You will not accept compensation in any form from any third party for any actions performed on behalf of the Company without the express written permission of the Company. No employment with a previous employer counts as part of your period of continuous employment with the Company.

Your CTC will be **INR 3,25,000** and in this regard please refer to the worksheet as annexed with this letter agreement for the breakdown of your cost to company (CTC) components. This will be subject to statutory deductions, payable monthly as per applicable law. Your services can be transferred, on the same terms and conditions, to any branch or office of the Company or any other company allied to the Company situated in Chennai or any other State in India or even outside of India.

This offer is conditional on receipt of a certified true copy of your tax permanent account number (PAN) card, your driving license and your voter id/or passport copy, a representation by you of not having any tax dues except as applicable for the current financial year and there being no criminal charges against you or criminal record on you.

This offer is made with the understanding that you will not bring with you to the Company any confidential or proprietary information belonging to any of your previous engagements with any other company or any individual, that you will refrain from disclosing to us or using while being engaged as a retainer/consultant/employee by us, any such confidential or proprietary information and that you will comply with the non-disclosure, non-compete, non-solicitation and other provisions of your agreements with your previous employer. All compensation to be provided to you is contingent upon your compliance with the foregoing.

You confirm that you have disclosed fully all of your business interests to the Company whether or not they are similar to or in conflict with the business(es) or activities of the Company and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any immediate relatives. Also you agree to disclose fully and immediately to the Company any such interests or circumstances which may arise during your employment with the Company.



Maria E. Swinney

MAHALAKSHMI P.D

21.04.2017

Ms. Praveena V
42, Bangaramma Kandigal Kalnoor Poor,
Arakonnam - T.K, Vellore

Dear Praveena,

Congratulations on taking your first steps towards successful and rewarding career with eNoah. Further to our discussion, we have pleasure in provisionally offering you the position of Associate - International Voice Process. You are supposed to join us at the earliest for the training.

Your training period will be for 30days from the date of joining. After successful completion of training, you will become an employee of eNoah. During the training period, you will be offered a stipend of Rs. 12000 /- which will include your night shift allowance of Rs. 2000/-.

You will be initially placed at Chennai. Your overall earnings per year will be Rs.2,24,000/ P.a.(approx.) This will include your Annual LTC Rs.1,76,000/- p.a. + Night Shift Allowance (as per policy) Rs.24,000/- p.a. *(based on attendance) + Voice Allowance (as per policy) Rs.24,000/- p.a. *

Please submit the following documents within 25 days from the date of this letter.

- Proof of Address & Identity;
- Proof of educational qualifications
- Service certificate / Appointment letter of previous and present organisation(If applicable);
- Copy of last drawn pay slips(If applicable);
- Proof of incentives drawn (if any);
- 2 stamp size and 2 passport size photographs;
- Medical examination report - Will be given after joining the company.

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you. This offer is valid subject to the following:

- Genuinity of the documents submitted by you;
- Satisfactory reference checks and
- Pre-employment medical health examination
- Ability to pass the initial pre assessment done during the training period.

In exceptional circumstances like breach of discipline, low productivity and poor quality of work eNoah reserves the right to rescind the offer of and eNoah will not be responsible for any liability arising thereof.

We look forward to welcome you on board!

Best Regards,

For eNoah iSolution India Private Limited



Rajesh Kumar G
Manager - Human Resource

eNoah iSolution India Private Limited

Head Office: Elnet Software City, 3rd Floor, Rajiv Gandhi Salai, Taramani, Chennai - 600 113, India. Phone : +91 - 44 - 30686920 / 30 / 40 Fax : +91 - 44 - 30686948.

www.enoahisolution.com

CIN U72300TN2005PTC058178

20.02.2017

BHUVANESH S
B.TECH - I.T
Prathyusha College, Chennai

Dear BHUVANESH S

Congratulations on taking your first steps towards successful and rewarding career with eNoah. Further to our discussion, we have pleasure in provisionally offering you the position of Associate - International Voice Process - US Shifts. Subject to our business your joining date will be confirmed by us once after your successful completion of your graduation.

Your training period will be for 30 days from the date of joining. After successful completion of training, you will become an employee of eNoah with regular salary. During the training period, you will be offered a stipend of Rs. 12000 /- as Nett Take home per month.

You will be initially placed at Chennai in line with our business needs. Your overall earnings per year after absorption will be Rs. 2,24,000/P.a. (approx.) This will include your Annual CTC Rs. 1,76,000/- p.a. + Night Shift Allowance (as per policy) Rs. 24,000/- p.a. *(based on attendance). Additional Voice Allowances will be added once after your production is counted.

Please submit the following documents in person during your DOJ for the training.

- > Proof of Address & Identity PAN & AADHAR CARD Mandatory;
- > Proof of educational qualifications and last semester mark sheet,
- > Updated Resume & Passport size photograph (Softcopy);

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you after the completion of our training and you will have to sign a commitment for 1 year for the job training and deployment into projects. This offer is valid subject to the following:

- > Genuinity of the documents submitted by you;
- > Satisfactory reference checks and Acceptance to the work commitment
- > Pre-employment medical health examination
- > Ability to pass the initial pre assessment done during the training period.

In exceptional circumstances like breach of discipline, low productivity and poor quality of work eNoah reserves the right to rescind the offer of and eNoah will not be responsible for any liability arising thereof.

We look forward to welcome you on board!

Best Regards,
For eNoah ISolution India Private Limited


Rajesh Kumar G
Manager - Human Resource

eNoah ISolution India Private Limited

Regd. Office: Elnet Software City, 3rd Floor, Rajiv Gandhi Salai, Taramani, Chennai - 600 113, India. Phone : +91 - 44 - 3000030 / 30 / 40 Fax : +91 - 44 - 3000041

www.enoahsolution.com

CIN: I127300170000PTC000170



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: Prathyusha Engineering College

Date : 4/19/2017

Dear Bhuvanesh S - BE (NV)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

TelNo:+91.44.4391.7884

To Ms. MAHALAKSHMI M

DT-18

Letter of Offer

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and conditions discussed and agreed upon by you at the time of interview.

Designation: Management Trainee

Date of Joining: 30/03/2017

On your date of joining, you are required to submit the following documents to the HR department:

1. Graduation degree
2. Proof of residence (Copy of bank statement, Pan card, Aadhar Card:-)

You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

ENCORE ORGANISATION reserves the right to terminate your services in event of any absenteeism during the Training Period.

Trainee shall ensure that ENCORE ORGANISATION intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case trainee leaves within 21 days. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with ENCORE ORGANISATION, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

During the training the BUSINESS ASSOCIATE will be paid on PBS Structure i.e. up to 40k depending on their performance.



TAMIL VENDAN
MANAGING DIRECTOR

ACCEPTED...M. Mahalakshmi.....

DATE: 30/03/2017

Private & Confidential

Coimbatore

20.03.2017

To,
ESAKKI RAJ R
TIRUNELVELI

Dear MR ESAKKI RAJ R

Offer for final placement

It's my pleasure to write you the below candidates are shortlisted on the process of WAD followed by IDBIFEDERAL LIFE CO LTD, COIMBATORE [ERODE Division]. The reason why we would like to follow a minimum qualifying bench mark is, Life insurance sales is perceived as one of the toughest profession and we as a company prefer to recruit candidates with prior experience in direct selling. You will be appointed as a Wealthsurance Advisor for 3 months period and tested on knowledge, skills and attitude. Based on your achievement, you will be promoted as a Team Leader. Basic salary with incentive refers the annual income details below.

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Total	3,50,000

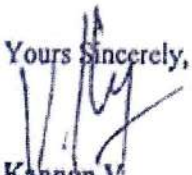
Target	2,00,000 (APE)
Application	8
Recruitment	3

Target :

We will be pleased to offer on the basis of below points listed.

1. You have to apply and attend 4 days of basic training program organized at branch. After the completion of training, candidates will appear for IRDA exam.
 2. Ones you clear the exam you will get 10 digit code and welcome kit with account opening form and ID card..
 3. You should have 3 candidates under you. After that you will be promoted as a Team Leader.
 4. Placement Location will be Coimbatore and Erode.
- Hope the communication is clear and more clarification can be sought from the undersigned.

Yours Sincerely,


Kannan V
Branch Manager,
Coimbatore [Erode Division].

Student Signature

Ref: Applicant No.: **PRATHYUSHA ENGINEERING COLLEGE**

Date: 13-04-2017

Dear **MYTHILI L**

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services I have received the copy of the offer letter


Authorized Signatory


Candidate Acceptance

Ref. No. HTC/CAMP/2016-17/10080

December 20, 2016

Mr. Ajith Kumar C
No 31/9, Singara Garden 1st Street,
Old Washermenpet,
Chennai - 600021

Dear Ajith,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd. (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
- On successful completion of your academic degree program, your original mark sheets / certificates will be verified by us. You shall submit a copy of your academic certificates (10th and 12th, course completion certificates along with mark sheets).
- HTC requires you to submit a copy of your valid passport within 3 months of your joining.
- HTC reserves the right to carry out necessary background checks on your profile and your offer is strictly subject to favorable clearance of such background checks.

Batch-wise intake

- HTC's training division will communicate the start date of the training batch to which you will be allocated.
- HTC will induct batches into the organization in a phased manner.
- Your academic credentials and the HTC interview ratings will determine your internal ranking which will help us allocate you to the training programs at HTC.
- You will be designated as **Programmer Analyst Trainee** with a starting salary of Rs.3,00,000/- (Rupees Three Lakhs only) per annum, all inclusive.
- A special one-time bonus of Rs.1,00,000/- (Rupees One Lakh only) will be paid in the 4th year by way of quarterly payments Rs.25,000/- (Rupees Twenty Five thousand only) each.

HTC's training program

- HTC provides a unique, career based program, providing training in the areas of Information Technology, with a commitment and obligation from the participants to serve HTC and its group companies as an employee for a minimum period of 3 years.
- You will be periodically evaluated during the training program through tests, projects and interviews.



Ref. No.HTC/CAMP/2016-17/10015

December 20, 2016

Ms.Karthiga M
No.150/32, Sanjeevirayan Koil Street,
Old Washermenpet, Chennai - 21

Dear Karthiga,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining:

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
- On successful completion of your academic degree program, your original mark sheets/certificates will be verified by us. You shall submit a copy of your academic certificates (10th and 12th, course completion certificates along with mark sheets).
- HTC requires you to submit a copy of your valid passport within 3 months of your joining.
- HTC reserves the right to carry out necessary background checks on your profile and your offer is strictly subject to favorable clearance of such background checks.

Batch-wise intake

- HTC's training division will communicate the start date of the training batch to which you will be allocated.
- HTC will induct batches into the organization in a phased manner.
- Your academic credentials and the HTC interview ratings will determine your internal ranking which will help us allocate you to the training programs at HTC.
- You will be designated as **Programmer Analyst Trainee** with a starting salary of Rs.3,00,000/- (Rupees Three Lakhs only) per annum, all inclusive.
- A special one-time bonus of Rs.1,00,000/- (Rupees One Lakh only) will be paid in the 4th year by way of quarterly payments Rs.25,000/- (Rupees Twenty Five thousand only) each.

HTC's training program

- HTC provides a unique, career based program, providing training in the areas of Information Technology, with a commitment and obligation from the participants to serve HTC and its group companies as an employee for a minimum period of 3 years.
- You will be periodically evaluated during the training program through tests, projects and interviews.



Ref. No.HTC/CAMP/2016-17/10016

December 20, 2016

17-2018

Ms.Moniesha K
No 66A, Kamaraj Street, 'E' – Block, Thanikachalam Nagar,
Ponnamman medu , Chennai – 110

Dear Moniesha,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as “HTC”). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
- On successful completion of your academic degree program, your original mark sheets / certificates will be verified by us. You shall submit a copy of your academic certificates (10th and 12th, course completion certificates along with mark sheets).
- HTC requires you to submit a copy of your valid passport within 3 months of your joining.
- HTC reserves the right to carry out necessary background checks on your profile and your offer is strictly subject to favorable clearance of such background checks.

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- HTC’s training division will communicate the start date of the training batch to which you will be allocated.
- HTC will induct batches into the organization in a phased manner.
- Your academic credentials and the HTC interview ratings will determine your internal ranking which will help us allocate you to the training programs at HTC.
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- A special one-time bonus of Rs.1,00,000/-(Rupees One Lakh only) will be paid in the 4th year by way of quarterly payments Rs.25,000/-(Rupees Twenty Five thousand only) each.

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- HTC provides a unique, career based program, providing training in the areas of Information Technology, with a commitment and obligation from the participants to serve HTC and its group companies as an employee for a minimum period of 3 years.
- You will be periodically evaluated during the training program through tests, projects and interviews.

✓



Date – October 11, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Moniesha K,

We are delighted to invite you to join IBM as a Associate – Technical Operations, in band [3] . You will be working alongside passionate IBMers, business & technology experts who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will find world-class learning opportunities, mentoring and a flexible work environment to help you create the career you've always imagined. We provide an open environment where everyone can offer ideas and solutions, no matter your level or area of expertise – you have an audience that listens from Day 1.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries – bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.





Date – October 11, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Moniesha K,

We are pleased to offer you the position of Associate – Technical Operations, in band 3 at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 12, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at DLF IT Park, Tower 1A, 1/24–Shivaji Garden, Mount Poonamalee Rd, Ramapuram, Chennai–600089. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals and 2 sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or Service Certificate or Resignation acceptance e–mail with last Working day (LWD) confirmation
- Passport and Pan card– If you do not have Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving Licence
 - Aadhar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.



- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For university hires only) :– Degree certificate and all year mark sheets for the highest degree attained.

Please contact us via eschoolhiring@in.ibm.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in CHENNAI, However, your services are transferable and you may be assigned to any other department, location or office of IBM, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. There will be periodic performance assessment and in case of non-performance the Company may terminate your services. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- IBM encourages and fosters a culture of strong performance from its employees. Accordingly during your service with IBM, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.



- You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
- You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
- You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
- Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- You will, by default, be enrolled in IBM's Group Medclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You shall be entitled to the following benefits when you join IBM India Pvt. Ltd.. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

Settling in Allowance

A one-time amount of INR 25,000 is paid towards settling-in allowance. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) – no additional amounts



are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to IBM. You may be required to repay to IBM any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.

- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with IBM are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining IBM or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com. To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.



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ANNEXURE A

DATE	October 11, 2017		
NAME	Moniesha K	BAND	3
DESIGNATION	Associate – Technical Operations	LOCATION	CHENNAI

<u>Compensation Components</u>	<u>IBM Offer (in INR)</u>
1. Basic Salary	129012
2. Flexible Benefit Plan (FBP)	154814
<u>Reference Salary</u>	
3. Retirals	
a) Provident Fund (PF)	15481
b) Gratuity @ 4.8%	6193
Annual Remuneration	305500

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Sincerely,

Rohit K Vohra
Recruitment Leader
India/SA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE



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Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components are linked.
2. Flexible Benefit Plan (FBP)	This is valued at 120% of your Basic Salary. The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules.
(b) Medical	INR 15,000/- per annum. To be used for medical expenses.
(c) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(d) Conveyance Allowance	Maximum INR 1600/- per month. To be used for vehicle expenses.
(e) "Flat" Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which is included as a part of your Annual Remuneration denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Ten Lakh rupees (INR 1,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Remuneration	Basic Salary + FBP + Retirals

**For detailed information please refer to Company policies, which are subject to change from time to time.*



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Other Benefits- Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediciam Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Mediciam Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third Party Administrator's (TPA) website within 45 days of your joining. If you decide to avail Mediciam insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to Opt out within 45 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependant (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *

**Subject to enrolling the new dependant within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependants (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediciam Insurance Policy.

National Pension System (NPS)

NPS is a voluntary defined contribution based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enrol by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

Maternity Benefit:

All women IBM employees are entitled for maternity benefits in accordance with the Maternity Benefit Act, 1966 and IBM Maternity Leave Policy as may be amended from time to time. These benefits currently include:

1) Maternity Leave for:

- a) Delivery: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 26 weeks of maternity leave with full pay of which not more than 8 weeks shall precede the expected delivery date.
- b) Miscarriage/Medical termination: In case of miscarriage or medical termination of pregnancy, a women employee is entitled to 6 weeks of leave with full pay immediately following the day of miscarriage or medical termination of pregnancy.
- c) Tubectomy: In case of tubectomy operation, a women employee is entitled to 2 weeks of leave with full pay immediately following the day of her tubectomy operation.



d) Illness: Women employees suffering from illness arising out of pregnancy, delivery, premature birth of child, miscarriage, medical termination of pregnancy or tubectomy operation are entitled to an additional period of 4 weeks leave with full pay.

2) Leave for Adoption/Surrogacy: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 12 weeks of maternity leave with full pay upon the adoption of a child or in case the employee has used the surrogacy arrangement.

3) Group Medical Insurance Policy covers expenses for pre and post natal consultations, prescribed medications and prescribed investigations incurred up to 60 days after maternity. The expenses covered are up to a maximum of INR 10,000 per maternity event. This benefit is a sub limit of the maternity benefit of INR 50,000 and is reimbursed on production of complete and detailed bill and documents.

4) Women employees returning from Maternity can opt for work from home option if the role or function allows for remote working.

Kindly refer IBM Maternity leave policy and IBM Flexible work option policy in effect from time to time for more details in respect of the above benefits. For additional information including in relation to child care, please get in touch with your Manager or Human Resources Partner.

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**ANNEXURE B – NON DISCLOSURE AGREEMENT
Agreement Regarding Confidential Information, Intellectual Property, and Other Matters**

Serial # : _____ Date Of Hire : ____ / ____ / _____

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.

I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a



controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at IBM.



IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.

13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

Employee's Full Name	Employee's Signature	Employee Serial No.	Date

Updated December 2015



Date – October 11, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Aiswarya H,

We are delighted to invite you to join IBM as a Associate – Technical Operations, in band [3] . You will be working alongside passionate IBMers, business & technology experts who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will find world-class learning opportunities, mentoring and a flexible work environment to help you create the career you've always imagined. We provide an open environment where everyone can offer ideas and solutions, no matter your level or area of expertise – you have an audience that listens from Day 1.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries – bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.





Date - October 11, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Aiswarya H,

We are pleased to offer you the position of Associate - Technical Operations, in band 3 at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 12, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at DLF IT Park, Tower 1A, 1/24-Shivaji Garden, Mount Poonamalee Rd, Ramapuram, Chennai-600089. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals and 2 sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance e-mail with last Working day (LWD) confirmation
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving Licence
 - Aadhar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.



- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For university hires only) :- Degree certificate and all year mark sheets for the highest degree attained.

Please contact us via eschoolhiring@in.ibm.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in CHENNAI, However, your services are transferable and you may be assigned to any other department, location or office of IBM, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. There will be periodic performance assessment and in case of non-performance the Company may terminate your services. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- IBM encourages and fosters a culture of strong performance from its employees. Accordingly during your service with IBM, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.



- You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
- You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
- You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
- Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- You will, by default, be enrolled in IBM's Group Mediciam Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You shall be entitled to the following benefits when you join IBM India Pvt. Ltd.. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

Settling in Allowance

A one-time amount of INR 25,000 is paid towards settling-in allowance. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) – no additional amounts



are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to IBM. You may be required to repay to IBM any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.

- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with IBM are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining IBM or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com. To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.



IBM CONFIDENTIAL

ANNEXURE A

DATE	October 11, 2017		
NAME	Aiswarya H	BAND	3
DESIGNATION	Associate - Technical Operations	LOCATION	CHENNAI

<u>Compensation Components</u>	<u>IBM Offer (in INR)</u>
1. Basic Salary	129012
2. Flexible Benefit Plan (FBP)	154814
<u>Reference Salary</u>	
3. Retirals	
a) Provident Fund (PF)	15481
b) Gratuity @ 4.8%	6193
Annual Remuneration	305500

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediciam Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Sincerely,

Rohit K Vohra
 Recruitment Leader
 India/SA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

1488339 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear Janani,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

At the time of joining, you are required to sign a service bond with our Organization. As per this bond, you will be required to serve the Company for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** towards damages to the Company.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

This Letter of Intent is valid subject to you being medically fit, completing your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% in HSC or equivalent course and minimum of First Class/60% in all other courses completed by you prior to your qualifying academic course, successfully completing any Company organized training imparted prior to your date of joining and also completing all necessary legal documentations pertaining to your employment.

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus joining Team on (mail id: Campusjoining@techmahindra.com) which in any case should not be later than **07-Feb-2017** failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group

Annexure – A

Total Cost to Company (TCC) (Per Annum)	260,000
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	67,935
HRA (@50% of Basic Pay)	33,968
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	8,152
Flexible Components of TFP ^	73,194
Total Fixed Pay (Per Annum)	2,26,449
Total Variable Pay (TVP) (Per Annum) (*)	25,161
Total(A)	2,51,610
Additional Benefits(B)	8,390
Gratuity	3,268
Insurance Premiums (towards GTLI, GMIP and GPAL)	5,122
Total Cost to Company (Per Annum) -----(A) + (B)	260,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Medical	15,000
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs .	
c) Group Personal Accident Insurance (GPAL) coverage: You would be enrolled under the Company's GPAL scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Annexure – B

Total Cost to Company (TCC) (Per Annum)	3,25,000
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	85,260
HRA (@50% of Basic Pay)	42,630
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10,231
Flexible Components of TFP ^	1,02,878
Total Fixed Pay (Per Annum)	2,84,199
Total Variable Pay (TVP) (Per Annum) (*)	31,578
Total(A)	3,15,777
Additional Benefits(B)	9,223
Gratuity	4,101
Insurance Premiums (towards GTLI, GMIP and GPAL)	5,122
Total Cost to Company (Per Annum) -----(A) + (B)	3,25,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Medical	15,000
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs .	
c) Group Personal Accident Insurance (GPAL) coverage: You would be enrolled under the Company's GPAL scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	



Date – October 17, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Aishvarya S .,

We are delighted to invite you to join IBM as a Associate – Technical Operations, in band [3] . You will be working alongside passionate IBMers, business & technology experts who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will find world-class learning opportunities, mentoring and a flexible work environment to help you create the career you've always imagined. We provide an open environment where everyone can offer ideas and solutions, no matter your level or area of expertise – you have an audience that listens from Day 1.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries – bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.





Date – October 17, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Aishvarya S .,

We are pleased to offer you the position of Associate – Technical Operations, in band 3 at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e January 24, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals and 2 sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or Service Certificate or Resignation acceptance e-mail with last Working day (LWD) confirmation
- Passport and Pan card– If you do not have Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving Licence
 - Aadhar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.



- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For university hires only) :– Degree certificate and all year mark sheets for the highest degree attained.

Please contact us via eschoolhiring@in.ibm.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in BANGALORE, However, your services are transferable and you may be assigned to any other department, location or office of IBM, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. There will be periodic performance assessment and in case of non-performance the Company may terminate your services. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- IBM encourages and fosters a culture of strong performance from its employees. Accordingly during your service with IBM, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.



- You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
- You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
- You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
- Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- You will, by default, be enrolled in IBM's Group Medclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You shall be entitled to the following benefits when you join IBM India Pvt. Ltd.. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

Settling in Allowance

A one-time amount of INR 25,000 is paid towards settling-in allowance. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) – no additional amounts



are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to IBM. You may be required to repay to IBM any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.

- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with IBM are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining IBM or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.



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ANNEXURE A

DATE	October 17, 2017		
NAME	Aishvarya S	BAND	3
DESIGNATION	Associate – Technical Operations	LOCATION	BANGALORE

<u>Compensation Components</u>	<u>IBM Offer (in INR)</u>
1. Basic Salary	129012
2. Flexible Benefit Plan (FBP)	154814
<u>Reference Salary</u>	
3. Retirals	
a) Provident Fund (PF)	15481
b) Gratuity @ 4.8%	6193
Annual Remuneration	305500

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Sincerely,

Rohit K Vohra
Recruitment Leader
India/SA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE



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Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components are linked.
2. Flexible Benefit Plan (FBP)	This is valued at 120% of your Basic Salary. The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules.
(b) Medical	INR 15,000/- per annum. To be used for medical expenses.
(c) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(d) Conveyance Allowance	Maximum INR 1600/- per month. To be used for vehicle expenses.
(e) "Flat" Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which is included as a part of your Annual Remuneration denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Ten Lakh rupees (INR 1,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Remuneration	Basic Salary + FBP + Retirals

**For detailed information please refer to Company policies, which are subject to change from time to time.*



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Other Benefits- Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediciam Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Mediciam Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third Party Administrator's (TPA) website within 45 days of your joining. If you decide to avail Mediciam insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to Opt out within 45 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependant (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *

**Subject to enrolling the new dependant within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependants (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediciam Insurance Policy.

National Pension System (NPS)

NPS is a voluntary defined contribution based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enrol by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

Maternity Benefit:

All women IBM employees are entitled for maternity benefits in accordance with the Maternity Benefit Act, 1966 and IBM Maternity Leave Policy as may be amended from time to time. These benefits currently include:

1) Maternity Leave for:

- a) Delivery: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 26 weeks of maternity leave with full pay of which not more than 8 weeks shall precede the expected delivery date.
- b) Miscarriage/Medical termination: In case of miscarriage or medical termination of pregnancy, a women employee is entitled to 6 weeks of leave with full pay immediately following the day of miscarriage or medical termination of pregnancy.
- c) Tubectomy: In case of tubectomy operation, a women employee is entitled to 2 weeks of leave with full pay immediately following the day of her tubectomy operation.



d) Illness: Women employees suffering from illness arising out of pregnancy, delivery, premature birth of child, miscarriage, medical termination of pregnancy or tubectomy operation are entitled to an additional period of 4 weeks leave with full pay.

2) Leave for Adoption/Surrogacy: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 12 weeks of maternity leave with full pay upon the adoption of a child or in case the employee has used the surrogacy arrangement.

3) Group Medical Insurance Policy covers expenses for pre and post natal consultations, prescribed medications and prescribed investigations incurred up to 60 days after maternity. The expenses covered are up to a maximum of INR 10,000 per maternity event. This benefit is a sub limit of the maternity benefit of INR 50,000 and is reimbursed on production of complete and detailed bill and documents.

4) Women employees returning from Maternity can opt for work from home option if the role or function allows for remote working.

Kindly refer IBM Maternity leave policy and IBM Flexible work option policy in effect from time to time for more details in respect of the above benefits. For additional information including in relation to child care, please get in touch with your Manager or Human Resources Partner.

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**ANNEXURE B – NON DISCLOSURE AGREEMENT
Agreement Regarding Confidential Information, Intellectual Property, and Other Matters**

Serial # : _____ Date Of Hire : ____ / ____ / _____

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.
(b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.

I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a



controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at IBM.



IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.

13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

Employee's Full Name	Employee's Signature	Employee Serial No.	Date

Updated December 2015



Date - October 17, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear MOUNIKA S,

We are delighted to invite you to join IBM as a Associate - Technical Operations, in band [3] . You will be working alongside passionate IBMers, business & technology experts who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will find world-class learning opportunities, mentoring and a flexible work environment to help you create the career you've always imagined. We provide an open environment where everyone can offer ideas and solutions, no matter your level or area of expertise - you have an audience that listens from Day 1.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries - bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.





Date - October 17, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear MOUNIKA S,

We are pleased to offer you the position of Associate - Technical Operations, in band 3 at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 12, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at DLF IT Park, Tower 1A, 1/24-Shivaji Garden, Mount Poonamalee Rd, Ramapuram, Chennai-600089. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals and 2 sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance e-mail with last Working day (LWD) confirmation
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving Licence
 - Aadhar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.



IBM CONFIDENTIAL
ANNEXURE A

DATE	October 17, 2017		
NAME	MOUNIKA S	BAND	3
DESIGNATION	Associate - Technical Operations	LOCATION	CHENNAI

<u>Compensation Components</u>	<u>IBM Offer (in INR)</u>
1. Basic Salary	129012
2. Flexible Benefit Plan (FBP)	154814
<u>Reference Salary</u>	
3. Retirals	
a) Provident Fund (PF)	15481
b) Gratuity @ 4.8%	6193
Annual Remuneration	305500

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage



Conditional Offer of Employment

Name : B. Deepika
Address : #2, 2nd Block, New Police Quarters,
Kilpauk Garden Road, Chennai – 10.

01st March, 2017

Dear Deepika,

With reference to our discussions, we are pleased to offer position of "Software Engineer-Trainee" at "Level-1" in our Company. Your total Cost to Company (CTC) will be Rs. 1,44,000/- per annum post successfully completion of the 45-day Intensive training. The other details about your CTC are presented in Annexure A.

Your appointment will be governed by the terms and conditions of the employment. You will also be governed by the rules, regulations and practices in vague and those that may change from time to time.

Terms and conditions for the Offer:

- You are required to undergo the mandatory 45-day training at our office and should successfully complete, to join us in our services. The company bears all the expenses for this training.
- Organization is liable to terminate this offer if your performance is not up to our satisfactory level during the training.
- The training will be about 5 hours per day, 6 days per week (Mon-Sat). No leaves or absence will be entertained during the training.
- No Stipend or Salary will be paid during the training.

Please Note:

- This appointment is subject to satisfactory professional reference checks
- This offer is valid for 15 days from the date of offer.

We are certain that you will find a career with the company to be both challenging and rewarding. We look forward to you joining with us.

Regards,

The above terms and conditions are acceptable to me.

M. Anandaraman



Authorized Signature

Candidate's Signature

Surya Informatics Solutions Pvt. Ltd.

© # 70/16, Sundar Bans, II Floor, 100 Feet Road, Ashok Nagar, Chennai - 600 063.

☎ + 91 44 4203 3352/55 ☎ + 91 73586 48707 ✉ hr@suryainformatics.com 🌐 www.suryainformatics.com



Conditional Offer of Employment

01st March, 2017

Name : P. Keerthana
Address : #32 / 38, Narasinga Perumal kovil St,
Ruby Paradise, Chennai – 112.

Dear Keerthana,

With reference to our discussions, we are pleased to offer position of "Software Engineer-Trainee" at "Level-1" in our Company. Your total Cost to Company (CTC) will be Rs. 1,44,000/- per annum post successfully completion of the 45-day **Intensive training**. The other details about your CTC are presented in Annexure A.

Your appointment will be governed by the terms and conditions of the employment. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time.

Terms and conditions for the Offer:

- You are required to undergo the mandatory 45-day training at our office and should successfully complete, to join us in our services. The company bears all the expenses for this training.
- Organization is liable to terminate this offer if your performance is not up to our satisfactory level during the training.
- The training will be about 5 hours per day, 6 days per week (Mon-Sat). No leaves or absence will be entertained during the training.
- No Stipend or Salary will be paid during the training.

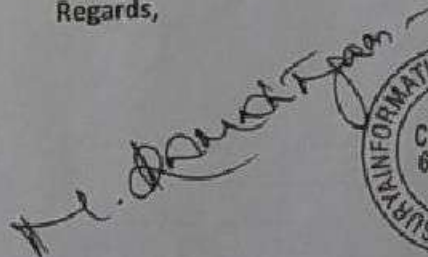

Please Note:

- This appointment is subject to satisfactory professional reference checks
- This offer is valid for 15 days from the date of offer.

We are certain that you will find a career with the company to be both challenging and rewarding. We look forward to you joining with us.

Regards,

The above terms and conditions are acceptable to me.

Authorized Signature


Candidate's Signature

Surya Informatics Solutions Pvt. Ltd.

© # 70/16, Sundar Bans, II Floor, 100 Feet Road, Ashok Nagar, Chennai - 600 083.

☎ +91 44 4203 3352/55 ☎ +91 73586 48707 ✉ hr@suryainformatics.com 🌐 www.suryainformatics.com



Conditional Offer of Employment

Name : M. Mugila
Address : #4 / 7, New Solaiappan Street,
Old Washermenpet, Chennai – 600 021.

01st March, 2017

Dear Mugila,

With reference to our discussions, we are pleased to offer position of "Software Engineer-Trainee" at "Level-1" in our Company. Your total Cost to Company (CTC) will be Rs. 1,44,000/- per annum post successfully completion of the 45-day Intensive training. The other details about your CTC are presented in Annexure A.

Your appointment will be governed by the terms and conditions of the employment. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time.

Terms and conditions for the Offer:

- You are required to undergo the mandatory 45-day training at our office and should successfully complete, to join us in our services. The company bears all the expenses for this training.
- Organization is liable to terminate this offer if your performance is not up to our satisfactory level during the training.
- The training will be about 5 hours per day, 6 days per week (Mon-Sat). No leaves or absence will be entertained during the training.
- No Stipend or Salary will be paid during the training.

Please Note:

- This appointment is subject to satisfactory professional reference checks
- This offer is valid for 15 days from the date of offer.

We are certain that you will find a career with the company to be both challenging and rewarding. We look forward to you joining with us.

Regards,

The above terms and conditions are acceptable to me.

M. David Ram



Authorized Signature

M. Mugila

Candidate's Signature

Surya Informatics Solutions Pvt. Ltd.

© # 70/16, Sundar Bans, II Floor, 100 Feet Road, Ashok Nagar, Chennai - 600 083.

☎ +91 44 4203 3352/55 ☎ +91 73588 48707 ✉ hr@suryainformatics.com 🌐 www.suryainformatics.com

Ref: Applicant No.: PRATHYUSHA ENGINEERING
COLLEGE

Date: 13-04-2017

Dear AJITH KUMAR B

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof (Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services


Authorized Signatory

I have received the copy of
the offer letter


Candidate Acceptance

Ref: Applicant No.: **PRATHYUSHA ENGINEERING COLLEGE**

Date: **13-04-2017**

Dear **JEBAMALAR ROSELIN R**

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

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- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services

I have received the copy of the offer letter


Authorized Signatory


Candidate Acceptance

Ref: Applicant No.: **PRATHYUSHA ENGINEERING COLLEGE**

Date: **13-04-2017**

Dear **KIRUBHA CVN**

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

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- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

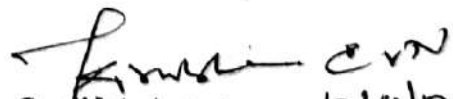
Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services

I have received the copy of the offer letter


Authorized Signatory


Candidate Acceptance (3/4/17)

Ref: Applicant No.: **PRATHYUSHA ENGINEERING COLLEGE**

Date: 13/04/2017

Dear **MALATHI R**

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof (Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services

I have reviewed the copy of the offer letter.


Authorized Signatory


Candidate Acceptance

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: Prathyusha Engineering College

Date : 4/19/2017

Dear Aswini D - B.Tech-IT (NV)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland



Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

IT-2017

Campus Name: Prathyusha Engineering College

Date : 4/19/2017

Dear Dinesh U - B.Tech-IT (NV)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

From: "Sri Sudharshan M" <sudharshan.m@tpay.in>
Date: May 9, 2017 1:05 PM
Subject: Offer Letter from SP Global Ventures (I) Private Limited
To: <hharithaa07@gmail.com>
Cc:

BTW

Dear Ms.Haritha.M

Further to the discussion and interview you had with us, we are pleased to offer you the position of **Software Trainee**. You will be initially based at **Chennai**.

Your compensation on a Cost-to-Company basis will be **Rs.1,44,000** (One Lakh and forty four thousand only) per annum.

In future you may be employed at any of the offices / locations of this organization in India and your services will be always subject to inter-office/location transfer, temporarily or permanently, without any additional compensation or notice.

Your regular appointment letter, giving the details of the terms and conditions of your employment, will be issued to you, upon your joining this organization and completion of joining formalities, including proof of medical fitness.

You are requested to submit following certificates/documents as under at the time of joining:

- Recent four passport size color photographs.
- Copy of accepted offer Letter
- Copy of education qualification certificate(s)
- Copy of experience certificate(s)
- Relieving letter/acceptance of resignation from previous employer
- Proof of age & residence address (copy of passport/election ID card/driving license)
- Proof of last salary drawn / Pay slip.
- Copy of Permanent Account Number (PAN) Card
- Medical Fitness Certificate

You are requested to confirm your acceptance and joining on **10th May 2107**. Please note that this offer shall stand revoked in case we do not receive your acceptance within **one day** from the issue of this letter.

I look forward to working with you to build a successful organization!

Yours faithfully,

For **SP Global Ventures (India) Private Limited**

Sri Sudharshan.M

Operations Manager | SP Global Ventures (India) Pvt Ltd

69/9 Luz Avenue 5th Street, Mylapore, Chennai, 600 004

Board: +91 44 4350 2003 | Mobile: +91 91762 04565

www.spglobal.in | sudharshan.m@spglobal.in



subba rayudu <rayudusa@gmail.com>

Fwd: Employment Offer Letter_IGO solutions

1 message

Abdul Latheef <abdullatheef1996@gmail.com>
To: rayudusa@gmail.com

Mon, Apr 12, 2021 at 6:59 PM

FYI

----- Forwarded message -----

From: **Reehana P** <reehana.p@igosolutions.eu>
Date: Fri, 20 Oct 2017, 14:30
Subject: Employment Offer Letter_IGO solutions
To: Abdul Latheef <abdullatheef1996@gmail.com>
Cc: Prabu A <a.prabu@igosolutions.eu>

Hello Abdul Latheef,

Hearty Congratulations!

Thanks for your interest in joining us. Based on the discussions we had over the past days, we are pleased to make a job offer to you, the details of which are as below:

1. Your annual cost-to-company will be **INR 2.77 lacs per annum** including bonuses, salaries, etc...
2. You may be eligible for other benefits provided by the company such as Group medical insurance and gratuity as per policy.
3. You will report to work at our office in Chennai on/before **23rd October 2017**.
4. You will submit a scanned copy of the following by email to reehana.p@igosolutions.eu and bring the originals at the time of joining for verification:
 - A. Education certificates (10th ,12th , Graduation)
 - B. Passport size photo (latest)
 - C. ID & Address proofs

Note that the hardcopy of the offer letter will be provided to you at the time of joining. If you have any queries and need any assistance in this regard, you can reach me on +91 44 044-66541111(Extn.1124) during normal business hours or write to reehana.p@igosolutions.eu

We look forward to a mutually rewarding and a long term career association with you.

Thanks & Regards,

Reehana

HR Executive



PURVA PRIMUS IT PARK,

#236, 2nd Floor, Office 2, [Rajiv Gandhi Salai,](#)

[Okkiyam Thoraipakkam, Chennai-600097, TN, India.](#)

Contact No.:044-66541111

✉: reehana.p@igosolutions.eu

🌐: www.igosolutions.eu

3 attachments



image001.jpg
3K

 **image002.png**
1K

 **image002.png**
1K

Ref. No. HTC/CAMP/2016-17/10079

December 20, 2016

Mr. Vishal S
No 2, Marimuthu Lane,
Seven Wells,
Chennai - 600001.

Dear Vishal,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

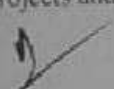
- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
- On successful completion of your academic degree program, your original mark sheets / certificates will be verified by us. You shall submit a copy of your academic certificates (10th and 12th, course completion certificates along with mark sheets).
- HTC requires you to submit a copy of your valid passport within 3 months of your joining.
- HTC reserves the right to carry out necessary background checks on your profile and your offer is strictly subject to favorable clearance of such background checks.

Batch-wise intake

- HTC's training division will communicate the start date of the training batch to which you will be allocated.
- HTC will induct batches into the organization in a phased manner.
- Your academic credentials and the HTC interview ratings will determine your internal ranking which will help us allocate you to the training programs at HTC.
- You will be designated as **Programmer Analyst Trainee** with a starting salary of Rs.3,00,000/- (Rupees Three Lakhs only) per annum, all inclusive.
- A special one-time bonus of Rs.1,00,000/- (Rupees One Lakh only) will be paid in the 4th year by way of quarterly payments Rs.25,000/- (Rupees Twenty five thousand only) each.

HTC's training program

- HTC provides a unique, career based program, providing training in the areas of Information Technology, with a commitment and obligation from the participants to serve HTC and its group companies as an employee for a minimum period of 3 years.
- You will be periodically evaluated during the training program through tests, projects and interviews.



1488321 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear Pavithra,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

At the time of joining, you are required to sign a service bond with our Organization. As per this bond, you will be required to serve the Company for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** towards damages to the Company.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

This Letter of Intent is valid subject to you being medically fit, completing your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% in HSC or equivalent course and minimum of First Class/60% in all other courses completed by you prior to your qualifying academic course, successfully completing any Company organized training imparted prior to your date of joining and also completing all necessary legal documentations pertaining to your employment.

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus joining Team on (mail id: Campusjoining@techmahindra.com) which in any case should not be later than **07-Feb-2017** failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group

Annexure – A

Total Cost to Company (TCC) (Per Annum)	260,000
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	67,935
HRA (@50% of Basic Pay)	33,968
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	8,152
Flexible Components of TFP ^	73,194
Total Fixed Pay (Per Annum)	2,26,449
Total Variable Pay (TVP) (Per Annum) (*)	25,161
Total(A)	2,51,610
Additional Benefits(B)	8,390
Gratuity	3,268
Insurance Premiums (towards GTLI, GMIP and GPAL)	5,122
Total Cost to Company (Per Annum) -----(A) + (B)	260,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Medical	15,000
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs .	
c) Group Personal Accident Insurance (GPAL) coverage: You would be enrolled under the Company's GPAL scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Annexure – B

Total Cost to Company (TCC) (Per Annum)	3,25,000
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	85,260
HRA (@50% of Basic Pay)	42,630
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10,231
Flexible Components of TFP ^	1,02,878
Total Fixed Pay (Per Annum)	2,84,199
Total Variable Pay (TVP) (Per Annum) (*)	31,578
Total(A)	3,15,777
Additional Benefits(B)	9,223
Gratuity	4,101
Insurance Premiums (towards GTLI, GMIP and GPAL)	5,122
Total Cost to Company (Per Annum) -----(A) + (B)	3,25,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Medical	15,000
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs .	
c) Group Personal Accident Insurance (GPAL) coverage: You would be enrolled under the Company's GPAL scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	



Date – October 17, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Pavithra .,

We are delighted to invite you to join IBM as a Associate – Technical Operations, in band [3] . You will be working alongside passionate IBMers, business & technology experts who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will find world-class learning opportunities, mentoring and a flexible work environment to help you create the career you've always imagined. We provide an open environment where everyone can offer ideas and solutions, no matter your level or area of expertise – you have an audience that listens from Day 1.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries – bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.





Date – October 17, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Pavithra .,

We are pleased to offer you the position of Associate – Technical Operations, in band 3 at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e January 24, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals and 2 sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or Service Certificate or Resignation acceptance e-mail with last Working day (LWD) confirmation
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving Licence
 - Aadhar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.



- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For university hires only) :– Degree certificate and all year mark sheets for the highest degree attained.

Please contact us via eschoolhiring@in.ibm.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in BANGALORE, However, your services are transferable and you may be assigned to any other department, location or office of IBM, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. There will be periodic performance assessment and in case of non-performance the Company may terminate your services. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- IBM encourages and fosters a culture of strong performance from its employees. Accordingly during your service with IBM, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.



- You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
- You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
- You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
- Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- You will, by default, be enrolled in IBM's Group Medclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You shall be entitled to the following benefits when you join IBM India Pvt. Ltd.. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

Settling in Allowance

A one-time amount of INR 25,000 is paid towards settling-in allowance. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) – no additional amounts



are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to IBM. You may be required to repay to IBM any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.

- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with IBM are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining IBM or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.



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ANNEXURE A

DATE	October 17, 2017		
NAME	Pavithra .	BAND	3
DESIGNATION	Associate – Technical Operations	LOCATION	BANGALORE

<u>Compensation Components</u>	<u>IBM Offer (in INR)</u>
1. Basic Salary	129012
2. Flexible Benefit Plan (FBP)	154814
<u>Reference Salary</u>	
3. Retirals	
a) Provident Fund (PF)	15481
b) Gratuity @ 4.8%	6193
Annual Remuneration	305500

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Sincerely,

Rohit K Vohra
 Recruitment Leader
 India/SA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE



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Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components are linked.
2. Flexible Benefit Plan (FBP)	This is valued at 120% of your Basic Salary. The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules.
(b) Medical	INR 15,000/- per annum. To be used for medical expenses.
(c) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(d) Conveyance Allowance	Maximum INR 1600/- per month. To be used for vehicle expenses.
(e) "Flat" Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which is included as a part of your Annual Remuneration denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Ten Lakh rupees (INR 1,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Remuneration	Basic Salary + FBP + Retirals

**For detailed information please refer to Company policies, which are subject to change from time to time.*



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Other Benefits- Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediciam Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Mediciam Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third Party Administrator's (TPA) website within 45 days of your joining. If you decide to avail Mediciam insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to Opt out within 45 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependant (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *

**Subject to enrolling the new dependant within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependants (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediciam Insurance Policy.

National Pension System (NPS)

NPS is a voluntary defined contribution based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enrol by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

Maternity Benefit:

All women IBM employees are entitled for maternity benefits in accordance with the Maternity Benefit Act, 1966 and IBM Maternity Leave Policy as may be amended from time to time. These benefits currently include:

1) Maternity Leave for:

- a) Delivery: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 26 weeks of maternity leave with full pay of which not more than 8 weeks shall precede the expected delivery date.
- b) Miscarriage/Medical termination: In case of miscarriage or medical termination of pregnancy, a women employee is entitled to 6 weeks of leave with full pay immediately following the day of miscarriage or medical termination of pregnancy.
- c) Tubectomy: In case of tubectomy operation, a women employee is entitled to 2 weeks of leave with full pay immediately following the day of her tubectomy operation.



d) Illness: Women employees suffering from illness arising out of pregnancy, delivery, premature birth of child, miscarriage, medical termination of pregnancy or tubectomy operation are entitled to an additional period of 4 weeks leave with full pay.

2) Leave for Adoption/Surrogacy: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 12 weeks of maternity leave with full pay upon the adoption of a child or in case the employee has used the surrogacy arrangement.

3) Group Medical Insurance Policy covers expenses for pre and post natal consultations, prescribed medications and prescribed investigations incurred up to 60 days after maternity. The expenses covered are up to a maximum of INR 10,000 per maternity event. This benefit is a sub limit of the maternity benefit of INR 50,000 and is reimbursed on production of complete and detailed bill and documents.

4) Women employees returning from Maternity can opt for work from home option if the role or function allows for remote working.

Kindly refer IBM Maternity leave policy and IBM Flexible work option policy in effect from time to time for more details in respect of the above benefits. For additional information including in relation to child care, please get in touch with your Manager or Human Resources Partner.

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**ANNEXURE B – NON DISCLOSURE AGREEMENT
Agreement Regarding Confidential Information, Intellectual Property, and Other Matters**

Serial # : _____ Date Of Hire : ____ / ____ / _____

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.
(b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.

I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a



controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at IBM.



IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.

13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

Employee's Full Name	Employee's Signature	Employee Serial No.	Date

Updated December 2015



subba rayudu <rayudusa@gmail.com>

Fwd: IBM India Pvt Ltd - Expression Of Interest

1 message

PRIYANKA R <rpriyanka4848@gmail.com>
To: subbarayudu.it@prathyusha.edu.in, rayudusa@gmail.com

Sat, Apr 17, 2021 at 11:24 AM

Kindly find the attachment sir.
With regards,
Priyanka

----- Forwarded message -----

From: gtscampus@in.ibm.com <Enterprise@trm.brassring.com>
Date: Mon 12 Sep, 2016, 14:51
Subject: IBM India Pvt Ltd - Expression Of Interest
To: <rpriyanka4848@gmail.com>

Dear PRIYANKA .R,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

1. Log in to the Candidate Portal here: [Candidate Portal Hyperlink](#)
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

While you do so, we sincerely request you to review your experience with us on Glassdoor and inspire others like you. Please find the PDF attached with this mail for more details.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,
IBM India University Hiring Team
IBM India Pvt. Ltd.
Manyata Embassy Business Park
G2 Block, [Nagawara Outer Ring Road](#)
[Bangalore – 560045](#)

Note:

- We request you to kindly accept the Letter within 5 days of its receipt

4/17/2021

Gmail - Fwd: IBM India Pvt Ltd - Expression Of Interest

- Should there be any queries or concerns regarding your Expression of Interest, feel free to connect with us on: +91 80 491 40279 (Monday – Friday: 10.00AM – 5.00PM). We shall be happy to help you

Attached Files:

[Welcome to the IBM family.pdf](#)

Date: 20/11/17

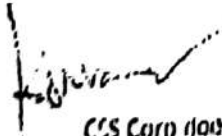
Name: NANDHINI R
Ref: PRATHYUSHA ENGINEERING COLLEGE

LETTER OF INTENT

Further to the discussion you had with us, we are pleased to inform that you have been selected at a compensation in the range of **Rs.1,82,793** per annum as Gross Annual Remuneration, for providing technical support to our customers on meeting and subject to your fulfillment of the following terms and conditions.

Broad Terms and Conditions:

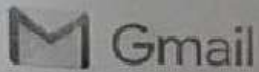
1. You will be required to report either at our office in Chennai - CSS Corp (Ambattur) or at CSS Corp approved training partner's location nearer to your town on or before **NOVEMBER 2017** and register yourself formally for the Pre-employment Training Program following our official intimation by phone/e-mail.
2. You will be provided with free access to our online training portal Tech career (URL: Techcareer.csscorp.com). This portal can be accessed anytime from anywhere. You are required to register in this portal on the above said date. You will receive your welcome kit within 48hrs of registration which includes your Login Credentials, Course Details and Learning Plan. You are required to complete all the 10 modules on Technology and 3 modules on Soft Skills as per the Learning plan within the prescribed time limit.
3. Apart from the Online training you are required to attend classroom training on Soft skills and Technology skills, at **CSS Corp (AMBIT)**. This training will be conducted for 250hrs which will include Soft skills, Technology, Product & Process training. You need to ensure 95% attendance. An online/panel assessment will be administered at the end of each and every element of the program and you need to secure 75% marks in all the modules including final assessment.
4. CSS Corp will have the right at its sole discretion to offer employment to you on successful completion of the training as stated in this LOI subject to you passing degree program, obtaining necessary academic qualification for employment with CSS Corp and achieving the standards specified by CSS Corp.
5. However, there is no obligation on the part of CSS Corp to offer employment even if you are successful in completing the training. Offering employment to you will be purely based on business requirements of CSS Corp and based on Stack Ranking of your performance during the Training period.
6. If you are offered an employment, then you shall be required to sign a separate and a comprehensive offer and joining letter.
7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.


CSS Corp is an Equal opportunity provider.
CSS Corp does not charge any fee at any stage of the recruitment process.
CSS Corp does not engage with any agency to do campus recruitment.

CSS Corp Private Limited

(Formerly known as Glow Networks Private Limited)
CIN: U72200TN2000PTC119031

12/9, Anna Salai, Anna Nagar, Chennai - 600 029, Tamil Nadu, India
Tel: 044-26141300, Fax: 044-26141301
E-mail: hr@csscorp.com, info@csscorp.com, careers@csscorp.com
www.csscorp.com



mohan i <itmoha@gmail.com>

Fwd: Greetings from CSS Corp !!

1 message

Sahaya Michelle <sahaya96@gmail.com>
To: Lets Learn to Teach <itmoha@gmail.com>

Sat, May 20, 2017 at 10:04 AM

----- Forwarded message -----

From: "Sneha Karunanidhi" <Sneha.Karunanidhi@csscorp.com>
Date: May 19, 2017 5:55 PM
Subject: Greetings from CSS Corp !!
To: "sahaya96@gmail.com" <sahaya96@gmail.com>
Cc:

Welcome to CSS Corp Pvt. Ltd!!!

Dear Candidate,

Congratulations on being shortlisted by CSS Corp Pvt. Ltd.

This letter is to welcome you to our company CSS Corp. We are happy and glad to have made the decision of hiring a talented individual like you and believe you will positively contribute to the growth of our organization.

About Us

CSS Corp is the global leader in technology support. Over 140 clients, including Fortune 1000 enterprises, count on our expertise in supporting enterprise and consumer products, managing IT infrastructures (stand-alone, cloud or mobile-enabled), and deploying networks. Technology support is in our DNA. With over 5,500 technology professionals across 13 locations globally, we have a rich heritage of managing large and complex support ecosystems. Our employees in the Technical Assistance Centre (TAC) provide Level 1 to Level 3 product support to the Enterprise customers on Networking, Firewall, Wireless and Telecom related products.

Tech Career Portal Details

As a selected student you will be provided with free access to our online training portal

Tech career (URL: Techcareer.co.in). This portal can be accessed anytime from anywhere. You are required to register in this portal post which you will receive your welcome kit within 48hrs of registration

which includes your Login Credentials, Course Details and Learning Plan. You are required to complete all the 10 modules as per the Learning plan within the prescribed time limit.

Free 45-day communication & technical training

On accepting of offer post offering ceremony, students will be entitled to a free 45-day communication & technical training sat our office. After that, they will be certified CSS Corp professionals and are guaranteed placement with our company upon successful completion of training.

Our aim is to provide a safe working environment where career growth can be supplemented through training and developmental programs. We offer employees state-of-the-art facilities, and exciting opportunities to grow and contribute. CSS Corp augments an employee's personal success by creating a community of supportive professionals, having an appreciation of diversity in all employees, and promoting civic responsibility.

Please feel free to reach out to me directly on (Sneha.karunanidhi@csscorp.com) and mark a copy to the following email address ctas.campusconnect@csscorp.com for any further clarifications.

Warm Regards

CSS Corp HR Team

<https://www.csscorp.com/email-disclaimer>

March 17, 2017

Miss. Vidhya Lakshmi
D/o Mr. Venkatesalu Naidu .H
3-262, Ramar Kovil Street,
Pattaraiperumpudur (PO),
Thiruvallur (TK & DT) – 631 203.
Mobile No: 99440 32320 / 80988 55412

Dear Vidhya Lakshmi

Offer of Appointment

With reference to the campus selection, we are pleased to offer you the post of "Trainee Programmer" in our organization.

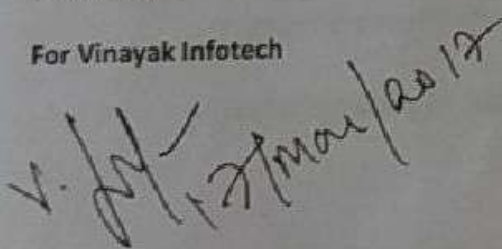
The following points outline the terms and conditions we are proposing.

1. Probation period: **Three Months** (90 Calendar Days)
2. Remuneration: **Rs. 16,696/-** per month as CTC. Details attached as Annexure-1
3. **Joining Date: Will be intimated later.**
4. Appointment letter will be provided at the time of joining.
5. Service Agreement to be signed for a period of 24 months on the date of joining.

For any clarifications, please call us at +91 7401222557 or e-mail to Venkatesan.s@vinsinfo.com

Sincerely yours

For Vinayak Infotech



Authorised Signatory

From

Miss. Vidhya Lakshmi
D/o Mr. Venkatesalu Naidu .H
3-262, Ramar Kovil Street,
Pattaraiperumpudur (PO),
Thiruvallur (TK & DT) – 631 203.
Mobile No: 99440 32320 / 80988 55412

To


HR Manager,
Vinayak Infotech,
Nisha Anand Complex,
80/96, First Floor,
Chamiers Road,
Teynampet,
Chennai – 600 018.

Please fill up the following details and send it back to Vinayak Infotech to reach us on or before 10th April 2016.

1. Tentative date of last theory examination: 06 May 2017
2. Tentative date of Project Submission: 13 APR 2017
3. Tentative date of VIVA VOCE: 13 APR 2017
4. Tentative Date of Joining: 17 May 2017

Director
Placement and Training
Prathyusha Engineering College
Aranyavalkuppam - 600 002
College seal

V. Vidhya Lakshmi
Signature of the candidate


Director
Placement and Training
Prathyusha Engineering College
Aranyavalkuppam - 600 002

14 APR 04, 2017

20.02.2017

VINOTH RAJ S
B.TECH - I.T
Prathyusha College, Chennai

Dear VINOTH RAJ S

Congratulations on taking your first steps towards successful and rewarding career with eNoah. Further to our discussion, we have pleasure in provisionally offering you the position of Associate - International Voice Process - US Shifts. Subject to our business your joining date will be confirmed by us once after your successful completion of your graduation.

Your training period will be for 30 days from the date of joining. After successful completion of training, you will become an employee of eNoah with regular salary. During the training period, you will be offered a stipend of Rs. 12000/- as Nett Take home per month.

You will be initially placed at Chennai in line with our business needs. Your overall earnings per year after absorption will be Rs. 2,24,000/- p.a. (approx.) This will include your Annual CTC Rs. 1,76,000/- p.a. + Night Shift Allowance (as per policy) Rs. 24,000/- p.a. *(based on attendance). Additional Voice Allowances will be added once after your production is counted.

Please submit the following documents in person during your DOJ for the training.

- > Proof of Address & Identity PAN & ADHAR CARD Mandatory;
- > Proof of educational qualifications and last semester mark sheet,
- > Updated Resume & Passport size photograph (Softcopy);

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you after the completion of our training and you will have to sign a commitment for 1 year for the job training and deployment into projects. This offer is valid subject to the following:

- > Genuinity of the documents submitted by you;
- > Satisfactory reference checks and Acceptance to the work commitment
- > Pre-employment medical health examination
- > Ability to pass the initial pre assessment done during the training period.

In exceptional circumstances like breach of discipline, low productivity and poor quality of work eNoah reserves the right to rescind the offer of and eNoah will not be responsible for any liability arising thereof.

We look forward to welcome you on board!

Best Regards,
For eNoah ISolution India Private Limited


Rajesh Kumar G
Manager - Human Resource

eNoah ISolution India Private Limited

Head Office: Ecos Software City, 3rd Floor, Rajiv Gandhi Salai, Taramani, Chennai - 600 113, India. Phone : +91 - 44 - 3068820 / 30 / 40 Fax : +91 - 44 - 3068848.

www.enoahsolution.com

CIN U32300TN2006PTC000170

To

M. Vignesh,
27, 7th St, Thiruneelagandar Nagar,
Kavangarai,
Chennai – 66.

Date: 30-11-2016

Subject: Acceptance letter for the post of Software Developer

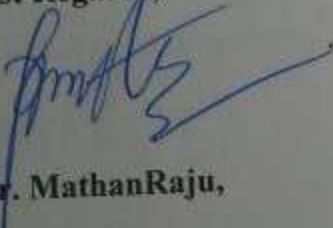
Dear Mr. M. Vignesh,

This letter is with reference to the application you have applied for the post of **Software Developer** and also the ensuing round of interviews that we had conducted on 25/11/2016.

We are happy to notify you that your selection into our organization has been successful and you are offered the post of Software Developer. We will be paying you **Rs.10,000 / per month**. You can join our company on **05/12/2016**.

If you have any further clarifications or queries, you can call us or meet our HR department and seek the necessary information.

Best Regards,



Mr. MathanRaju,
Managing Director,

KPRMT Global Solutions,

4B, Sona Tower, Dr. Rajendra Prasad Rd,

Hasthinapuram, Chrompet – 64,

+91 9789068051, +1 6127357698.

31-Jan-2017

1488318 / ELTP / 2017

Subject: Letter of Intent

Dear Saranya,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer at Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

At the time of joining, you are required to sign a service bond with our Organization. As per this bond, you will be required to serve the Company for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** towards damages to the Company.

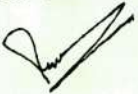
You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

This Letter of Intent is valid subject to you being medically fit, completing your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% in HSC or equivalent course and minimum of First Class/60% in all other courses completed by you prior to your qualifying academic course, successfully completing any Company organized training imparted prior to your date of joining and also completing all necessary legal documentations pertaining to your employment.

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus joining Team on (mail id: Campusjoining@techmahindra.com) which in any case should not be later than **07-Feb-2017** failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group

Annexure - A

Total Cost to Company (TCC) (Per Annum)	260,000
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	67,935
HRA (@50% of Basic Pay)	33,968
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	8,152
Flexible Components of TFP *	73,194
Total Fixed Pay (Per Annum)	2,26,449
Total Variable Pay (TVP) (Per Annum) (*)	25,161
Total(A)	2,51,610
Additional Benefits(B)	8,390
Gratuity	3,268
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,122
Total Cost to Company (Per Annum) -----(A) + (B)	260,000
* Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Medical	15,000
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance. TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage : You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP) : You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage : You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Annexure – B

Total Cost to Company (TCC) (Per Annum)		3,25,000
Components of Total Cost to Company		Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)		85,260
HRA (@50% of Basic Pay)		42,630
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)		19,200
Bonus/Statutory Bonus		24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)		10,231
Flexible Components of TFP ^		1,02,878
Total Fixed Pay (Per Annum)		2,84,199
Total Variable Pay (TVP) (Per Annum) (*)		31,578
Total(A)		3,15,777
Additional Benefits(B)		9,223
Gratuity		4,101
Insurance Premiums (towards GTLI, GMIP and GPAL)		5,122
Total Cost to Company (Per Annum) -----(A) + (B)		3,25,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay		
LTA		12,000
Medical		15,000
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.		
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year		
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -		
i) Gratuity : As per Payment of Gratuity Act		
ii) Insurance		
Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate		
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs .		
c) Group Personal Accident Insurance (GPAL) coverage: You would be enrolled under the Company's GPAL scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.		

Date - October 11, 2017



IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Lydia W,

We are delighted to invite you to join IBM as a Associate - Technical Operations, in band [3] . You will be working alongside passionate IBMers, business & technology experts who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will find world-class learning opportunities, mentoring and a flexible work environment to help you create the career you've always imagined. We provide an open environment where everyone can offer ideas and solutions, no matter your level or area of expertise - you have an audience that listens from Day 1.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries - bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.





Date - October 11, 2017

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Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-491 39999
<http://www-07.ibm.com/in/careers/>

Dear Lydia W,

We are pleased to offer you the position of Associate - Technical Operations, in band 3 at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 12, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at DLF IT Park, Tower 1A, 1/24-Shivaji Garden, Mount Poonamalee Rd, Ramapuram, Chennai-600089. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals and 2 sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance e-mail with last Working day (LWD) confirmation
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving Licence
 - Aadhar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.



IBM CONFIDENTIAL
ANNEXURE A

DATE	October 11, 2017		
NAME	Lydia W		
DESIGNATION	Associate - Technical Operations	BAND	3
		LOCATION	CHENNAI

<u>Compensation Components</u>	
	<u>IBM Offer (in INR)</u>
1. Basic Salary	
2. Flexible Benefit Plan (FBP)	129012
<u>Reference Salary</u>	154814
3. Retirals	
a) Provident Fund (PF)	15481
b) Gratuity @ 4.8%	6193
Annual Remuneration	305500

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage



Prathyusha Placement <placement@prathyusha.edu.in>

Fwd: IBM India Pvt Ltd - Expression Of Interest

Sat, Sep 9, 2017 at 10:27 AM

Manasa BN <manasabbn15@gmail.com>
To: placement@prathyusha.edu.in

FYI

----- Forwarded message -----
From: gtscampus@in.ibm.com <Enterprise@trm.brassring.com>
Date: Mon, Sep 12, 2016 at 2:51 PM
Subject: IBM India Pvt Ltd - Expression Of Interest
To: manasabbn15@gmail.com

Dear Manasavani B,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

1. Log in to the Candidate Portal here: Candidate Portal Hyperlink
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

While you do so, we sincerely request you to review your experience with us on Glassdoor and inspire others like you. Please find the PDF attached with this mail for more details.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,
IBM India University Hiring Team
IBM India Pvt. Ltd.
Manyata Embassy Business Park
G2 Block, Nagawara Outer Ring Road
Bangalore - 560045

Note:

- We request you to kindly accept the Letter within 5 days of its receipt
- Should there be any queries or concerns regarding your Expression of Interest, feel free to connect with us on: +91 80 491 40279 (Monday - Friday: 10.00AM - 5.00PM). We shall be happy to help you

Attached Files:
Welcome to the IBM family.pdf



Date - October 10, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Mounasri paranthaman,

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At IBM you will find world-class learning opportunities, mentoring and a flexible work environment to help you create the career you've always imagined. We provide an open environment where everyone can offer ideas and solutions, no matter your level or area of expertise - you have an audience that listens from Day 1.

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Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.



31-Jan-2017

1488318 / ELTP / 2017

Subject: Letter of Intent

Dear Saranya,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer at Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

At the time of joining, you are required to sign a service bond with our Organization. As per this bond, you will be required to serve the Company for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** towards damages to the Company.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

This Letter of Intent is valid subject to you being medically fit, completing your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% in HSC or equivalent course and minimum of First Class/60% in all other courses completed by you prior to your qualifying academic course, successfully completing any Company organized training imparted prior to your date of joining and also completing all necessary legal documentations pertaining to your employment.

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus joining Team on (mail id: Campusjoining@techmahindra.com) which in any case should not be later than **07-Feb-2017** failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group

Annexure - A

Total Cost to Company (TCC) (Per Annum)	260,000
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	67,935
HRA (@50% of Basic Pay)	33,968
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	8,152
Flexible Components of TFP ^	73,194
Total Fixed Pay (Per Annum)	2,26,449
Total Variable Pay (TVP) (Per Annum) (*)	25,161
Total(A)	2,51,610
Additional Benefits(B)	8,390
Gratuity	3,268
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,122
Total Cost to Company (Per Annum) -----(A) + (B)	260,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Medical	15,000
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance. TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage : You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP) : You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage : You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Annexure – B

Total Cost to Company (TCC) (Per Annum)		3,25,000
Components of Total Cost to Company		Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)		85,260
HRA (@50% of Basic Pay)		42,630
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)		19,200
Bonus/Statutory Bonus		24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)		10,231
Flexible Components of TFP ^		1,02,878
Total Fixed Pay (Per Annum)		2,84,199
Total Variable Pay (TVP) (Per Annum) (*)		31,578
Total(A)		3,15,777
Additional Benefits(B)		9,223
Gratuity		4,101
Insurance Premiums (towards GTLI, GMIP and GPAL)		5,122
Total Cost to Company (Per Annum) -----(A) + (B)		3,25,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay		
LTA		12,000
Medical		15,000
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.		
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year		
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -		
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c) Group Personal Accident Insurance (GPAL) coverage: You would be enrolled under the Company's GPAL scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.		

Date – October 11, 2017



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Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
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Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

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Dear Lydia W,

We are pleased to offer you the position of Associate - Technical Operations, in band 3 at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 12, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at DLF IT Park, Tower 1A, 1/24-Shivaji Garden, Mount Poonamalee Rd, Ramapuram, Chennai-600089. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals and 2 sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance e-mail with last Working day (LWD) confirmation
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving Licence
 - Aadhar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.



IBM CONFIDENTIAL
ANNEXURE A

DATE	October 11, 2017		
NAME	Lydia W		
DESIGNATION	Associate - Technical Operations	BAND	3
		LOCATION	CHENNAI

<u>Compensation Components</u>	
	<u>IBM Offer (in INR)</u>
1. Basic Salary	
2. Flexible Benefit Plan (FBP)	129012
<u>Reference Salary</u>	154814
3. Retirals	
a) Provident Fund (PF)	15481
b) Gratuity @ 4.8%	6193
Annual Remuneration	305500

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage



Prathyusha Placement <placement@prathyusha.edu.in>

Fwd: IBM India Pvt Ltd - Expression Of Interest

Sat, Sep 9, 2017 at 10:27 AM

Manasa BN <manasabbn15@gmail.com>
To: placement@prathyusha.edu.in

FYI

----- Forwarded message -----
From: gtscampus@in.ibm.com <Enterprise@trm.brassring.com>
Date: Mon, Sep 12, 2016 at 2:51 PM
Subject: IBM India Pvt Ltd - Expression Of Interest
To: manasabbn15@gmail.com

Dear Manasavani B,

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Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

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2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

While you do so, we sincerely request you to review your experience with us on Glassdoor and inspire others like you. Please find the PDF attached with this mail for more details.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,
IBM India University Hiring Team
IBM India Pvt. Ltd.
Manyata Embassy Business Park
G2 Block, Nagawara Outer Ring Road
Bangalore - 560045

Note:

- We request you to kindly accept the Letter within 5 days of its receipt
- Should there be any queries or concerns regarding your Expression of Interest, feel free to connect with us on: +91 80 491 40279 (Monday - Friday: 10.00AM - 5.00PM). We shall be happy to help you

Attached Files:

Welcome to the IBM family.pdf



Date - October 10, 2017

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Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Mounasri paranthaman,

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Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e January 31, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at DLF IT Park, Tower 1A, 1/24-Shivaji Garden, Mount Poonamalee Rd, Ramapuram, Chennai-600089. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals and 2 sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance e-mail with last Working day (LWD) confirmation
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving Licence
 - Aadhar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

**IBM CONFIDENTIAL
ANNEXURE A**

DATE	October 10, 2017		
NAME	Mounasri paranthaman		
DESIGNATION	Associate - Technical Operations	BAND	3
		LOCATION	CHENNAI

<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>
1. Basic Salary		
2. Flexible Benefit Plan (FBP)		129012
<u>Reference Salary</u>		154814
3. Retirals		
a) Provident Fund (PF)		15481
b) Gratuity @ 4.8%		6193
Annual Remuneration		305500

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage



Date - October 17, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear MOUNIKA S,

We are delighted to invite you to join IBM as a Associate - Technical Operations, in band [3] . You will be working alongside passionate IBMers, business & technology experts who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will find world-class learning opportunities, mentoring and a flexible work environment to help you create the career you've always imagined. We provide an open environment where everyone can offer ideas and solutions, no matter your level or area of expertise - you have an audience that listens from Day 1.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries - bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.





Date - October 17, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear MOUNIKA S,

We are pleased to offer you the position of Associate - Technical Operations, in band 3 at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 12, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at DLF IT Park, Tower 1A, 1/24-Shivaji Garden, Mount Poonamalee Rd, Ramapuram, Chennai-600089. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals and 2 sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance e-mail with last Working day (LWD) confirmation
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving Licence
 - Aadhar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.



IBM CONFIDENTIAL
ANNEXURE A

DATE	October 17, 2017		
NAME	MOUNIKA S	BAND	3
DESIGNATION	Associate - Technical Operations	LOCATION	CHENNAI

<u>Compensation Components</u>	<u>IBM Offer (in INR)</u>
1. Basic Salary	129012
2. Flexible Benefit Plan (FBP)	154814
<u>Reference Salary</u>	
3. Retirals	
a) Provident Fund (PF)	15481
b) Gratuity @ 4.8%	6193
Annual Remuneration	305500

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

Fwd: Starting at IBM - Joining formalities

1 message

Lets Learn to Teach <itmoha@gmail.com>

To: Omana Jayakodi <omanajayakodi@gmail.com>, thiyagarajantpt R <rthiyagarajantpt@gmail.com>

Sat, Feb 8, 2020 at 8:33 A

----- Forwarded message -----

From: **Pavithra Parthasarathy** <pavithrasarathy1996@gmail.com>

Date: Fri, Feb 7, 2020 at 10:42 PM

Subject: Fwd: Starting at IBM - Joining formalities

To: <itmoha@gmail.com>

Offer letter

----- Forwarded message -----

From: **eschoolhiring@in.ibm.com** <Enterprise@trm.brassring.com>

Date: Mon, 6 Nov, 2017, 10:23

Subject: Starting at IBM - Joining formalities

To: <pavithrasarathy1996@gmail.com>

Dear pavithra parthasarathy,

Greetings from IBM India!

This is in context of the Offer made to you by IBM where you have confirmed your availability to commence employment at IBM on February 12, 2018 . It is important to note that this date of joining has been finalized in view of our business need. We would request you to kindly attend the onboarding session, as per the scheduled date and time mentioned in the Offer.

We would also like to emphasize that if you are unable to attend the onboarding session per the mentioned date and time, we will be unable to provide you with an alternate joining date and we may have to consider that you are no longer interested in the position offered with IBM and hence the Offer extended to you will stand cancelled, making it null and void and cannot be accepted at any time in the future.

Additionally, Joining Forms have been shared with you and is available on the IBM Candidate Portal. Please log in to your Candidate Portal and complete the necessary documentation requirements. Completion of documentation is a legal / statutory requirement. You are therefore advised to complete all the forms at the earliest to ensure a smooth and enjoyable onboarding experience with IBM.

We look forward to welcoming you to IBM Family.

If you have any query, please feel free to write back to us or call us at our Helpdesk (+91 80 715 40279) between 10.00 AM to 5.00 PM on all business days.

Sincerely,

University Talent Acquisition

IBM India Private Limited.

Manyata Embassy Business Park

Date - October 4, 2017



IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Ranjitha Umapathy,

We are delighted to invite you to join IBM as a Associate - Technical Operations, in band [3] . You will be working alongside passionate IBMers, business & technology experts who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will find world-class learning opportunities, mentoring and a flexible work environment to help you create the career you've always imagined. We provide an open environment where everyone can offer ideas and solutions, no matter your level or area of expertise - you have an audience that listens from Day 1.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries - bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.





Date - October 4, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Ranjitha Umapathy,

We are pleased to offer you the position of Associate - Technical Operations, in band 3 at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e January 31, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at DLF IT Park, Tower 1A, 1/24-Shivaji Garden, Mount Poonamalee Rd, Ramapuram, Chennai-600089. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals and 2 sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance e-mail with last Working day (LWD) confirmation
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
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 - Aadhar Card
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- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
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IBM CONFIDENTIAL
ANNEXURE A

DATE	October 4, 2017	BAND	3
NAME	Ranjitha Umapathy	LOCATION	CHENNAI
DESIGNATION	Associate - Technical Operations		

<u>Compensation Components</u>	
1. Basic Salary	IBM Offer (in INR)
2. Flexible Benefit Plan (FBP)	129012
<u>Reference Salary</u>	154814
3. Retirals	
a) Provident Fund (PF)	
b) Gratuity @ 4.8%	15481
Annual Remuneration	6193
	305500

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

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You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

Date - September 12, 2016

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear vinithe K.G.,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

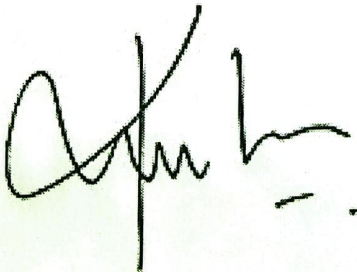
The Expression of Interest shall remain valid until the earlier of date of the Letter of Offer or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

1488329 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear Gopinath,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer at Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

At the time of joining, you are required to sign a service bond with our Organization. As per this bond, you will be required to serve the Company for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** towards damages to the Company.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

This Letter of Intent is valid subject to you being medically fit, completing your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% in HSC or equivalent course and minimum of First Class/60% in all other courses completed by you prior to your qualifying academic course, successfully completing any Company organized training imparted prior to your date of joining and also completing all necessary legal documentations pertaining to your employment.

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus joining Team on (mail id: Campusjoining@techmahindra.com) which in any case should not be later than **07-Feb-2017** failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group

1488329 / ELTP / 2017

Subject: Letter of Intent

31-Jan-2017

Dear Gopinath,

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Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group

Annexure – A

Total Cost to Company (TCC) (Per Annum)	260,000
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	67,935
HRA (@50% of Basic Pay)	33,968
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	8,152
Flexible Components of TFP ^	73,194
Total Fixed Pay (Per Annum)	2,26,449
Total Variable Pay (TVP) (Per Annum) (*)	25,161
Total(A)	2,51,610
Additional Benefits(B)	8,390
Gratuity	3,268
Insurance Premiums (towards GTLI, GMIP and GPAL)	5,122
Total Cost to Company (Per Annum) -----(A) + (B)	260,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Medical	15,000
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs .	
c) Group Personal Accident Insurance (GPAL) coverage: You would be enrolled under the Company's GPAL scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

8042224

Dec 20, 2017

QIFY18-NON SOL-4000-CHN

Mr. Prathoshwaran Mookiah,
Prathyasha Engineering College

Dear Prathoshwaran Mookiah,

Thank you for your keen interest in Virtusa Consulting Services Private Limited. Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Virtusa family.

At the time of joining, the following will be applicable

- 1. Designation : Associate Engineer
- 2. Tier : Tier 4
- 3. Track : QA

Your date of joining would be on 22-Dec-17.

You will be based at Virtusa's Chennai office. You will be on probation from your date of joining for a period of twelve months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, in occasion of resignation from the services.

Your Total Remuneration will be ₹ 330,000/- per annum as per Annexure -I

A summary explanation of the List of Benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along your confirmation of the offer letter. Upon joining you shall be signing the 'Employment Terms and Conditions' document and the 'Employee Non-Disclosure Agreement' with us in this regard.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned on or before 22-Dec-2017.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely

I hereby accept employment on the terms set forth
in this Letter as of this 22nd day of DEC, 2017

Kiran Aidhi

Kiran Aidhi
Senior Director - Human Resources

M. Prathoshwaran
Prathoshwaran Mookiah

22-12-2017
Date

Virtusa Consulting Services Private Limited

5th Floor, 10th Block DLF IT Park-SEZ, 1/124 Mount Poonamalee Road, Shivaji Garden Moonlight Stop, Nandambakkam Post,
Nandambakkam, Chennai - 600 089.

T: +91 44 6608 0400 | F: +91 44 3927 7800 | www.virtusa.com

Registered Office: Virtusa Consulting Services Private Limited, Sy. No.115/part, Plot No-10, Nanakramguda Village,
Serilingampalli Mandal, R.R Dist, Hyderabad - 500032. T: +91 40 44528000

CIN : U93000TG2008FYC057988

14th March 2017

Priyadharshini S

+91 9597161958

priyasundarrajan11@gmail.com

Dear Priyadharshini,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade, business, occupation or employment.

4. Probation: You will be on probation for a period of 6 months from the date of your joining service. Your performance will be reviewed at the end of the probation period, post which if found satisfactory, your services will be confirmed in writing. It should be noted that unless your services are confirmed in writing, it would be presumed that you continue to be on probation. During this probation period, the Company will reserve the right to terminate your appointment at any time by giving 1 (one) months' notice or payment in lieu of notice.
5. Notwithstanding anything stated above, upon your confirmation, the Company will reserve the right to terminate your appointment at any time by giving 2 (two) months' notice or payment in lieu of notice. In case you desire to leave the service of the company at any time, you are required to give 2 (two) months prior notice. Your resignation will be effective when the Company accepts the same. You shall not have the option to withdraw your resignation after it is accepted.
6. You are required to be compliant with the policies of **NSM Services Private Limited** at all times, which will be shared with you at the time of joining.

This offer is not intended to create a contract of employment for an indefinite period of time and is valid until **16th March 2017**. Your signature on the bottom of this letter serves as your written acceptance of the stated offer.

Your start date with us will be **15th May 2017**, subject to your passing such medical tests as may be prescribed by the Company, successful completion of your current graduation, verification of your records and completion of the background check. This background verification will be done by a third party and will be initiated close to or soon after your joining. The Company reserves the right to end your employment, should the results of your background verification be negative.

Please note that upon your unqualified acceptance of this letter of offer, you will be issued a formal employment/appointment letter, which shall contain the detailed terms and conditions of your employment with the Company, and which shall constitute the entire agreement between you and the Company and shall supersede all prior understandings, agreements or arrangements between you and the Company with regard to your employment with the Company.

NSM Services Private Limited

Block 7, 11th Floor DLF IT SEZ Park, 1/124 Shivaji Gardens, Manapakkam, Chennai – 600089, India

CIN: U72200TN2015PTC101740

www.NationstarMtg.com

At the time of reporting for duty, please furnish the documents

- Proof of Age (Birth certificate / School leaving certificate)
- Academic certificates. 10th,+2, Graduation – (Provisional Certificate, Individual /Consolidated Marksheet and Degree Certificate)
- Copy of PAN card and Aadhaar Card/Passport/Voter's ID/Driving license
- Any merit / technical certificates and Recent Passport size photographs – 4 Nos.

We believe you will make an excellent addition to the team and we are all excited to work with you. We are looking forward for you to start date in this position on or before **15th May 2017**. Please note that in the event that we do not receive your acceptance of this offer on or before **16th March 2017**, this offer shall be automatically be deemed as cancelled without notice and cease to be effective

Sincerely,

For NSM Services Pvt. Ltd.

Nandhini

Nandhini Padmanabhan
Senior Director – Human Resources

I, **Priyadharshini S** accept the above offer and would be joining on or before **15th May 2017**.

Priyadharshini S

Thiagarajan CSE <thiagarajan.cse@prathyusha.edu.in>

Fwd: JOINING LETTER

1 message

RAM RAHUL <ramrahul94@gmail.com>

Monday July 24, 2017

To: Thiagarajan Cse <thiagarajan.cse@prathyusha.edu.in>

----- Forwarded message -----

From: H R <hrd@netaxis.in>

Date: Monday, July 24, 2017

Subject: JOINING LETTER

To: ramrahul94@gmail.com

JOINING LETTER

Dear RAM RAHUL,

We are satisfied with your performance in the walk-in-interview. We are pleased to offer you the designation as **Jr Programmer**. Your Date of joining will be from July 31 2018. This letter is valid only for one month from the date of issuing.

We hope your association with us will be mutually beneficial, pleasant and fulfilling.

You are required to bring the following documents at the time of joining.

1. Education certificates original and copy (10th, 12th, Degree, Other additional courses if any)
2. Identity proof copy (Voters ID or Driving license or Pan card)
 . Address proof copy (Ration card or Passport)
4. 4 Passport size photos.

Note: In the normal course of you agree that within the scope of the 15 days of work schedule work should be completed. If we find yourselves in disagreement concerning the terms of termination or any other matter about your employment with us. You agree to submit the dispute to binding arbitration to be held in a location of mutual convenience.

Original educational certificates will be returned after verification. For people who are coming under the contract, the original certificate will be returned only after their contract has been completed.

You are requested to confirm that you have not made or retained any copy or photocopy of any of the documents made available to you during the course of your interview, training with us.

Please sign a copy of this letter in token of your acceptance and confirmation of the issues mentioned above.



Name: DHAARANI

Date: 20/11/17.

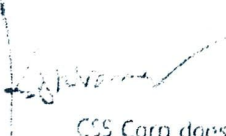
Ref: PRATHYUSHA ENGINEERING COLLEGE

LETTER OF INTENT

Further to the discussion you had with us, we are pleased to inform that you have been selected as a compensation in the range of **Rs.1,82,793** per annum as Gross Annual Remuneration, for providing technical support to our customers on meeting and subject to your fulfillment of the following terms and conditions.

Broad Terms and Conditions:

1. You will be required to report either at our office in Chennai - CSS Corp (Ambattur) or at CSS Corp approved training partner's location nearer to your town on or before **NOVEMBER 2017** and register yourself formally for the Pre-employment Training Program following our official intimation by phone/e-mail.
2. You will be provided with free access to our online training portal Tech career (URL: Techcareer.csscorp.com). This portal can be accessed anytime from anywhere. You are required to register in this portal on the above said date. You will receive your welcome kit within 48hrs of registration which includes your Login Credentials, Course Details and Learning Plan. You are required to complete all the 10 modules on Technology and 3 modules on Soft Skills as per the Learning plan within the prescribed time limit.
3. Apart from the Online training you are required to attend classroom training on Soft skills and Technology skills, **at CSS Corp (AMBIT)**. This training will be conducted for 250hrs which will include Soft skills, Technology, Product & Process training. You need to ensure 95% attendance. An online/panel assessment will be administered at the end of each and every element of the program and you need to secure 75% marks in all the modules including final assessment.
4. CSS Corp will have the right at its sole discretion to offer employment to you on successful completion of the training as stated in this LOI subject to you passing degree program, obtaining necessary academic qualification for employment with CSS Corp and achieving the standards specified by CSS Corp.
5. However, there is no obligation on the part of CSS Corp to offer employment even if you are successful in completing the training. Offering employment to you will be purely based on business requirements of CSS Corp and based on Stack Ranking of your performance during the Training period.
6. If you are offered an employment, then you shall be required to sign a separate and a comprehensive offer and joining letter.
7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.


CSS Corp is an Equal opportunity provider.
CSS Corp does not charge any fee at any stage of the recruitment process.
CSS Corp does not engage with any agency to do campus recruitment.

CSS Corp Private Limited

(Formerly known as Glow Networks Private Limited)

CIN: U72900TN2000PTC115034

Head Office: 201/1, Anna Road, Ambattur Industrial Estate, Chennai - 600055, Tamil Nadu, India

Tel: 011-430911800 www.csscorp.com

Regional Office: 201/1, Anna Road, Ambattur Industrial Estate, Chennai - 600055, Tamil Nadu, India

Tel: 011-430911800

20.02.2017

Mrs. Hemkumar - G
B.E. CSE,
Prathyusha College, Chennai

Dear Hemkumar,

Congratulations on taking your first steps towards successful and rewarding career with eNoah. Further to our discussion, we have pleasure in provisionally offering you the position of Associate - International Voice Process - US Shifts. Subject to our business your joining date will be confirmed by us once after your successful completion of your graduation.

Your training period will be for 30 days from the date of joining. After successful completion of training, you will become an employee of eNoah with regular salary. During the training period, you will be offered a stipend of Rs. 12000 /- as Nett Take home per month.

You will be initially placed at Chennai in line with our business needs. Your overall earnings per year after absorption will be Rs. 2,24,000/P.a. (approx.) This will include your Annual CTC Rs. 1,76,000/- p.a. + Night Shift Allowance (as per policy) Rs. 24,000/- p.a. *(based on attendance). Additional Voice Allowances will be added once after your production is counted.

Please submit the following documents in person during your DOJ for the training.

- Proof of Address & Identity PAN & ADHAR CARD Mandatory;
- Proof of educational qualifications till last semester mark sheet,
- Updated Resume & Passport size photograph (Softcopy);

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you after the completion of our training and you will have to sign a commitment for 1 year for the job training and deployment into projects. This offer is valid subject to the following:

- Genuinity of the documents submitted by you;
- Satisfactory reference checks and Acceptance to the work commitment
- Pre-employment medical health examination
- Ability to pass the initial pre assessment done during the training period.

In exceptional circumstances like breach of discipline, low productivity and poor quality of work eNoah reserves the right to rescind the offer of and eNoah will not be responsible for any liability arising thereof.

We look forward to welcome you on board!

Best Regards,
For eNoah iSolution India Private Limited


Rajesh Kumar G
Manager - Human Resource

eNoah iSolution India Private Limited

Regd. Office: Elnet Software City, 3rd Floor, Rajiv Gandhi Salai, Taramani, Chennai - 600 113. India. Phone : +91 - 44 - 30686920 / 30 / 40 Fax : +91 - 44 - 30686948.

www.enoahisolution.com

CIN U02300TN2005PTC058178

Ref. No.HTC/CAMP/2016-17/10014

December 20, 2016

Ms.Jothi Kimbakaran G
No 8/36, Thiruvankata samyastreet, Pulianthope,
Chennai - 600012

Dear Jothi,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
- On successful completion of your academic degree program, your original mark sheets/certificates will be verified by us. You shall submit a copy of your academic certificates (10th and 12th, course completion certificates along with mark sheets).
- HTC requires you to submit a copy of your valid passport within 3 months of your joining.
- HTC reserves the right to carry out necessary background checks on your profile and your offer is strictly subject to favorable clearance of such background checks.

Batch-wise intake

- HTC's training division will communicate the start date of the training batch to which you will be allocated.
- HTC will induct batches into the organization in a phased manner.
- Your academic credentials and the HTC interview ratings will determine your internal ranking which will help us allocate you to the training programs at HTC.
- You will be designated as **Programmer Analyst Trainee** with a starting salary of Rs.3,00,000 (Rupees Three Lakhs only) per annum, all inclusive.
- A special one-time bonus of Rs 1,00,000 (Rupees One Lakh only) will be paid in the 3rd year by way of quarterly payments (Rs 25,000 (Rupees Twenty Five thousand only) each).

HTC's training program

- HTC provides a unique, career based program, providing training in the areas of Information Technology, with a commitment and obligation from the participants to serve HTC and its group companies as an employee for a minimum period of 3 years.
- You will be periodically evaluated during the training program through tests, projects and interviews.

Ref. No.HTC/CAMP/2016-17/10014

- Apart from the evaluation of your on-the-job training, deputation to any project will depend on your attendance, overall behavior and performance during the training program.


Employment, probation, service obligation and transfers

- Your base training location will be Chennai. On successful completion of training, HTC reserves the right to transfer/depute you to any department(s), technologies, offices, or client locations in India / Overseas.
- You will be on probation for a period of one year from the date of joining.
- You undertake to serve HTC for a minimum period of 3 years. If you resign from HTC anytime during or after the training program in the Commitment Period, you will compensate HTC a sum of Rs.3,00,000/- (Rupees Three Lakhs only) towards recovery of cost invested by HTC for the purpose of recruitment, training and other cost/expenses in identifying a suitable replacement.

As a mark of acceptance of the above terms and conditions you are requested to send an email confirmation to campus2017@htcindia.com on or before **December 30, 2016**. You are also requested to sign and send us the copy of this letter.

We look forward to a long and mutually fruitful association with you.

For HTC Global Services (India) Private Ltd.


Bhaskar Rao Ramineni
Authorised Signatory

I have fully read, understood and have accepted the terms and conditions mentioned above.

Signature:

Name:

Date:



Global Knowledge.

CSCD

Global Knowledge Network (India) Pvt. Ltd.
Royal Barter, 1st Floor, No. 78/1,
Residency Road, Bangalore - 560025, India
Tel: (91) 80 4050 0999
Fax: (91) 80 4050 0900
www.gkapac.com
Co.Reg.No:U8090KA2008PTC046625

Name: Keerthana.S
Address: 34b dayalu nagar, 2nd street kolathur, Ch-99
Contact Number: +91 9003380161

Date: 08-05-2017

Dear Keerthana.S,

Offer Letter for the Position of "Systems Design Associate - Trainee"

Offer type: **Conditional Offer***

We are pleased to offer you the above-mentioned position with effect from 01st June 2017 with the following terms & conditions:

1. Salary & Benefits

- You will be paid Rs.6,000/- as stipend during the training & assessment period [1 Month] Inclusive of all other allowances.
- Your salary will be Rs.15,000/- per Month Inclusive of all other allowances after the training & assessment period, subject to clearing the assessment.
- Annual leave entitlement of 12 days will be pro-rate according to completion of two years of service.
- Sick leave entitlement of 12 days will be pro-rate according to completion of two years of service.
- All other official expenses are claimable through submission of proper receipt / tax invoice and company's claim / reimbursement form duly filled by the applicant (subject to the approval of the Manager).
- Further increment will be entitled based **ONLY** on your performance.

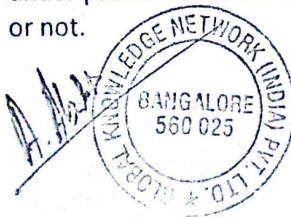
2. Job Portfolio:

Under the supervision of the Manager - Technical Development, the job portfolio includes but is not limited to:

- Ensure all company policies are abided by you.
- Other miscellaneous tasks within company, job portfolio and whatever tasks assigned by the Manager – Technical Development.
- Skilful with clear understanding of technical design concepts, projects and methodology.
- Preparing high level documents with quality design, illustrations and excellent command over the English language.
- Validating contents for accuracy, usability and ensure adherence to objectives set by the Team Leader and/or Manager.
- Ability to learn new technologies with less supervision and guidance.
- Highlight the missing steps, values and any inconsistency identified during the proof reading.
- Ability to work under pressure, in tight deadlines, as part of a team and as an efficient individual contributor.
- Report back to respective Team Leader directly.

3. Probation.

- You will be on probation for 6 Months (Excluding 1st month Training period) from the date of successful completion of Training & assessment and upon completion of the probation period; you will be receiving a confirmation letter from the employer.
- If no confirmation letter is issued by the end of 6 month probation, it is presumed that you are still under probation. It is the sole discretion of the Company to extend your probation beyond six months or not.



Keerthana.S
Page 1 of 2

Subject: Congratulations - Offer from Global Knowledge 2017

Inbox x

Keerthana Sargunam <sbkeerthi123@gmail.com>

7:02 PM
(3 hours ago)

to me

On Feb 14, 2017 6:37 PM, "GKChennai Careers" <careers_gkchennai@globalknowledge.net.in> wrote:

Hi,

Congratulations!!!

Thank you for your interest in pursuing your career with Global knowledge.

Global Knowledge is an exciting place to build your career! We believe that our employees are our best assets and we do everything possible to create an inspiring environment for you to learn and contribute to the best of your abilities.

Further to your application for a position and subsequent interviews you had with us, we are pleased to confirm that you have been selected on probation basis as System Designs Associate - Trainee.

Job Title : Systems Design Associate - Trainee

Job Description and terms & Conditions -

Under the supervision of the Manager - Technical Development, the duties and responsibilities include but are not limited to:

- a. Ensure all company policies are abided by you.
- b. Other miscellaneous tasks within company and job portfolio.
- c. Preparing technical documents for the training
- d. Validating contents for accuracy and usability using support communications and ensure adherence to objectives set by the higher official.
- e. Skillful with clear understanding of technical design concepts, projects and methodology.
- f. Ability to learn new technologies with less supervision and guidance.
- g. Highlight the missing steps, values and any inconsistency identified during the proof reading.
- h. Ability to work under pressure, tight deadlines, in team and as efficient individual contributor.
- i. Failure to complete all the academic requirements to secure the position in the company by the end of the training & assessment period, the offer considered void and no longer valid.
- j. Failing the assessment at the end of the training period, immediately will void the offer and will refrain you to continue the employment.
- k. Emergency leaves taken during training & assessment and probation period will be granted ONLY as LEAVE ON LOSS OF PAY (Only upon proper approval from the Manager).

After the candidate accepted the offer, he/she will be paid of Rs.6,000/- as a stipend during the training & assessment period [1 Month] Inclusive of all other allowances and then salary will be Rs.15,000/- per Month Inclusive of all other allowances after the training & assessment period, subject to clearing the assessment.

Your joining date will be on 1st June of 2017.

Request you to please reply to this mail confirming your acceptance in taking up this job as System Designs Associate - Trainee.

Upon your confirmation, we would proceed further in sending your offer letter and other joining formalities.

Thanks
Global Knowledge

On Tue, Feb 14, 2017 at 6:34 PM, GKChennai
Careers <careers_gkchennai@globalknowledge.net.in> wrote:
Hi,

Congratulations!!!

Thank you for your interest in pursuing your career with Global knowledge.

Global Knowledge is an exciting place to build your career! We believe that our employees are our best assets and we do everything possible to create an inspiring environment for you to learn and contribute to the best of your abilities.

Further to your application for a position and subsequent interviews you had with us, we are pleased to confirm that you have been selected on probation basis as System Designs Associate - Trainee.

Job Title : Systems Design Associate - Trainee

Job Description and terms & Conditions -

Under the supervision of the Manager - Technical Development, the duties and responsibilities include but are not limited to:

- a. Ensure all company policies are abided by you.
- b. Other miscellaneous tasks within company and job portfolio.
- c. Preparing technical documents for the training
- d. Validating contents for accuracy and usability using support communications and ensure adherence to objectives set by the higher official.
- e. Skillful with clear understanding of technical design concepts, projects and methodology.
- f. Ability to learn new technologies with less supervision and guidance.
- g. Highlight the missing steps, values and any inconsistency identified during the proof reading.
- h. Ability to work under pressure, tight deadlines, in team and as efficient individual contributor.
- i. Failure to complete all the academic requirements to secure the position in the company by the end of the training & assessment period, the offer considered void and no longer valid.

nd during the
salary will be
ment period,

Failing the assessment at the end of the training period, immediately will void the offer and will refrain you to continue the employment.

k. Emergency leaves taken during training & assessment and probation period will be granted ONLY as LEAVE ON LOSS OF PAY (Only upon proper approval from the Manager).

After the candidate accepted the offer, he/she will be paid of Rs.6,000/- as a stipend during the training & assessment period [1 Month] Inclusive of all other allowances and then salary will be Rs.15,000/- per Month Inclusive of all other allowances after the training & assessment period, subject to clearing the assessment.

Your joining date will be on 1st June of 2017.

Request you to please reply to this mail confirming your acceptance in taking up this job as System Designs Associate - Trainee.

Upon your confirmation, we would proceed further in sending your offer letter and other joining formalities.

Thanks
Global Knowledge

1488331 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear Nyogeetha,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer at Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

At the time of joining, you are required to sign a service bond with our Organization. As per this bond, you will be required to serve the Company for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** towards damages to the Company.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

This Letter of Intent is valid subject to you being medically fit, completing your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% in HSC or equivalent course and minimum of First Class/60% in all other courses completed by you prior to your qualifying academic course, successfully completing any Company organized training imparted prior to your date of joining and also completing all necessary legal documentations pertaining to your employment.

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus joining Team on (mail id: Campusjoining@techmahindra.com) which in any case should not be later than **07-Feb-2017** failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group

Annexure – A

Total Cost to Company (TCC) (Per Annum)	260,000
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	67,935
HRA (@50% of Basic Pay)	33,968
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	8,152
Flexible Components of TFP ^	73,194
Total Fixed Pay (Per Annum)	2,26,449
Total Variable Pay (TVP) (Per Annum) (*)	25,161
Total(A)	2,51,610
Additional Benefits(B)	8,390
Gratuity	3,268
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,122
Total Cost to Company (Per Annum) -----(A) + (B)	260,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Medical	15,000
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage : You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP) : You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage : You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Annexure – B

Total Cost to Company (TCC) (Per Annum)	3,25,000
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	85,260
HRA (@50% of Basic Pay)	42,630
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10,231
Flexible Components of TFP ^	1,02,878
Total Fixed Pay (Per Annum)	2,84,199
Total Variable Pay (TVP) (Per Annum) (*)	31,578
Total(A)	3,15,777
Additional Benefits(B)	9,223
Gratuity	4,101
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,122
Total Cost to Company (Per Annum) -----(A) + (B)	3,25,000

^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay

LTA	12,000
Medical	15,000

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) **Gratuity** : As per Payment of Gratuity Act

ii) **Insurance**

Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs**.

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Ref. No.HTC/CAMP/2016-17/I0076

December 20, 2016

Mr.Pradeep Karthikeyan V
No 4 C-3 Nannan Kudil Flats,
Sabapathy Street,
Ullagaram,
Chennai - 91

Dear Pradeep,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
- On successful completion of your academic degree program, your original mark sheets / certificates will be verified by us. You shall submit a copy of your academic certificates (10th and 12th, course completion certificates along with mark sheets).
- HTC requires you to submit a copy of your valid passport within 3 months of your joining.
- HTC reserves the right to carry out necessary background checks on your profile and your offer is strictly subject to favorable clearance of such background checks.

Batch-wise intake

- HTC's training division will communicate the start date of the training batch to which you will be allocated.
- HTC will induct batches into the organization in a phased manner.
- Your academic credentials and the HTC interview ratings will determine your internal ranking which will help us allocate you to the training programs at HTC.
- You will be designated as **Programmer Analyst Trainee** with a starting salary of Rs.3,00,000/-(Rupees Three Lakhs only) per annum, all inclusive.
- A special one-time bonus of Rs.1,00,000/-(Rupees One Lakh only) will be paid in the 4th year by way of quarterly payments Rs.25,000/-(Rupees Twenty Five thousand only) each.

HTC's training program

- HTC provides a unique, career based program, providing training in the areas of Information Technology, with a commitment and obligation from the participants to serve HTC and its group companies as an employee for a minimum period of 3 years.
- You will be periodically evaluated during the training program through tests, projects and interviews.



Ref. No.HTC/CAMP/2016-17/10076

- Apart from the evaluation of your on-the-job training, deputation to any project will depend on your attendance, overall behavior and performance during the training program.


Employment, probation, service obligation and transfers

- Your base training location will be Chennai. On successful completion of training, HTC reserves the right to transfer/depute you to any department(s), technologies, offices, or client locations in India / Overseas.
- You will be on probation for a period of one year from the date of joining.
- You undertake to serve HTC for a minimum period of 3 years. If you resign from HTC anytime during or after the training program in the Commitment Period, you will compensate HTC a sum of Rs.3,00,000/- (Rupees Three Lakhs only) towards recovery of cost invested by HTC for the purpose of recruitment, training and other cost expenses in identifying a suitable replacement.

As a mark of acceptance of the above terms and conditions you are requested to send an email confirmation to campus2017@hteindia.com on or before **December 30, 2016**. You are also requested to sign and send us the copy of this letter.

We look forward to a long and mutually fruitful association with you.

For HTC Global Services (India) Private Ltd.


Bhaskar Rao Ramineni
Authorised Signatory

I have fully read, understood and have accepted the terms and conditions mentioned above.

Signature:

Name:

Date:

c 30 - 2017

Subject: Fwd: Aricent Offer letter**From:** shanmugam padmapriya (padmapriya.sha@gmail.com)**To:** principal@prathyusha.edu.in; place_prathyusha@yahoo.com;**Date:** Thursday, 12 October 2017 1:20 PM

----- Forwarded message -----

From: Ramya Kumaresan <ramyakumaresan96@gmail.com>**Date:** Tue, Sep 26, 2017 at 7:17 PM**Subject:** Aricent Offer letter**To:** shanmugam padmapriya <padmapriya.sha@gmail.com>

Dear Madam,

I am Ramya.K for CSE dept (2013-2017).I got selected in Aricent Technologies for the post of Software Engineer Fresher. I have attached the offer letter with this mail.

Thank you

--

Regards,

Dr.S.PadmaPriya

Professor & Research Coordinator /CSE

Prathyusha Engineering College

Tiruvallur

padmapriya.sha@gmail.com

mobile No.: 9962562307

Ref. No.HTC/CAMP/2016-17/10013

December 20, 2016

Ms.Revathi M
1/302, Padasalai Street, Mugalivakkam,
Chennai - 125

Dear Revathi,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
- On successful completion of your academic degree program, your original mark sheets / certificates will be verified by us. You shall submit a copy of your academic certificates (10th and 12th. course completion certificates along with mark sheets).
- HTC requires you to submit a copy of your valid passport within 3 months of your joining.
- HTC reserves the right to carry out necessary background checks on your profile and your offer is strictly subject to favorable clearance of such background checks.

Batch-wise intake

- HTC's training division will communicate the start date of the training batch to which you will be allocated.
- HTC will induct batches into the organization in a phased manner.
- Your academic credentials and the HTC interview ratings will determine your internal ranking which will help us allocate you to the training programs at HTC.
- You will be designated as **Programmer Analyst Trainee** with a starting salary of Rs.3,00,000/- (Rupees Three Lakhs only) per annum, all inclusive.
- A special one-time bonus of Rs.1,00,000/- (Rupees One Lakh only) will be paid in the 4th year by way of quarterly payments Rs.25,000/- (Rupees Twenty Five thousand only) each.

HTC's training program

- HTC provides a unique, career based program, providing training in the areas of Information Technology, with a commitment and obligation from the participants to serve HTC and its group companies as an employee for a minimum period of 3 years.
- You will be periodically evaluated during the training program through tests, projects and interviews.



World Headquarters

3270 West Big Beaver Road, Troy, MI 48064, USA

Phone: 248.786.2500 * Fax: 248.786.2515 * www.htcinc.com

Page 1 of 2

USA * UK * Germany * India * Malaysia * Singapore * UAE * Australia * Indonesia * South Korea

Ref. No.HTC/CAMP/2016-17/10013

- Apart from the evaluation of your on-the-job training, deputation to any project will depend on your attendance, overall behavior and performance during the training program.


Employment, probation, service obligation and transfers

- Your base training location will be Chennai. On successful completion of training, HTC reserves the right to transfer/depute you to any department(s), technologies, offices, or client locations in India / Overseas.
- You will be on probation for a period of one year from the date of joining.
- You undertake to serve HTC for a minimum period of 3 years. If you resign from HTC anytime during or after the training program in the Commitment Period, you will compensate HTC a sum of Rs.3,00,000/- (Rupees Three Lakhs only) towards recovery of cost invested by HTC for the purpose of recruitment, training and other cost expenses in identifying a suitable replacement.

As a mark of acceptance of the above terms and conditions you are requested to send an email confirmation to campus2017@htcindia.com on or before **December 30, 2016**. You are also requested to sign and send us the copy of this letter.

We look forward to a long and mutually fruitful association with you.

For HTC Global Services (India) Private Ltd.


Bhaskar Rao Ramineni
Authorised Signatory

I have fully read, understood and have accepted the terms and conditions mentioned above.

Signature: M. RAJ
Name: M. REVATHI
Date: 27/12/2016

Ref. No.HTC/CAMP/2016-17/10012

December 20, 2016

Ms.Rohini S
No 18/29, Feroz Shahib Street, Royapettah,
Chennai - 14

Dear Rohini,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
- On successful completion of your academic degree program, your original mark sheets / certificates will be verified by us. You shall submit a copy of your academic certificates (10th and 12th, course completion certificates along with mark sheets).
- HTC requires you to submit a copy of your valid passport within 3 months of your joining.
- HTC reserves the right to carry out necessary background checks on your profile and your offer is strictly subject to favorable clearance of such background checks.

Batch-wise intake

- HTC's training division will communicate the start date of the training batch to which you will be allocated.
- HTC will induct batches into the organization in a phased manner.
- Your academic credentials and the HTC interview ratings will determine your internal ranking which will help us allocate you to the training programs at HTC.
- You will be designated as **Programmer Analyst Trainee** with a starting salary of Rs.3,00,000/- (Rupees Three Lakhs only) per annum, all inclusive.
- A special one-time bonus of Rs.1,00,000/- (Rupees One Lakh only) will be paid in the 4th year by way of quarterly payments Rs.25,000/- (Rupees Twenty Five thousand only) each.

HTC's training program

- HTC provides a unique, career based program, providing training in the areas of Information Technology, with a commitment and obligation from the participants to serve HTC and its group companies as an employee for a minimum period of 3 years.
- You will be periodically evaluated during the training program through tests, projects and interviews.



Ref. No. HTC/CAMP/2016-17/10012

- Apart from the evaluation of your on-the-job training, deputation to any project will depend on your attendance, overall behavior and performance during the training program.


Employment, probation, service obligation and transfers

- Your base training location will be Chennai. On successful completion of training, HTC reserves the right to transfer/depute you to any department(s), technologies, offices, or client locations in India / Overseas.
- You will be on probation for a period of one year from the date of joining.
- You undertake to serve HTC for a minimum period of 3 years. If you resign from HTC anytime during or after the training program in the Commitment Period, you will compensate HTC a sum of Rs.3,00,000/- (Rupees Three Lakhs only) towards recovery of cost invested by HTC for the purpose of recruitment, training and other cost/expenses in identifying a suitable replacement.

As a mark of acceptance of the above terms and conditions you are requested to send an email confirmation to campus2017@htcindia.com on or before **December 30, 2016**. You are also requested to sign and send us the copy of this letter.

We look forward to a long and mutually fruitful association with you.

For HTC Global Services (India) Private Ltd.


Bhaskar Rao Ramineni
Authorised Signatory

I have fully read, understood and have accepted the terms and conditions mentioned above.

Signature:

Name:

Date:

Fwd: Offer Letter from SP Global Ventures (I) Private Limited

Sat, May 20, 2017 at 9:35 AM

Ruchitha Sree <ruchi05ruchi@gmail.com>

To: shanmugam padmapriya <padmapriya.sha@gmail.com>

----- Forwarded message -----

From: Sri Sudharshan M <sudharshan.m@lpay.in>

Date: Tue, May 9, 2017 at 1:02 PM

Subject: Offer Letter from SP Global Ventures (I) Private Limited

To: ruchi05ruchi@gmail.com

Dear Ms.Ruchitha Sree.R

Further to the discussion and interview you had with us, we are pleased to offer you the position of **Software Trainee**. You will be initially based at Chennai.

Your compensation on a Cost-to-Company basis will be **Rs.1,44,000** (One Lakh and forty four thousand only) per annum.

In future you may be employed at any of the offices / locations of this organization in India and your services will be always subject to inter-office/location transfer, temporarily or permanently, without any additional compensation or notice.

Your regular appointment letter, giving the details of the terms and conditions of your employment, will be issued to you, upon your joining this organization and completion of joining formalities, including proof of medical fitness.

You are requested to submit following certificates/documents as under at the time of joining:

- Recent four passport size color photographs.
- Copy of accepted offer Letter
- Copy of education qualification certificate(s)
- Copy of experience certificate(s)
- Relieving letter/acceptance of resignation from previous employer
- Proof of age & residence address (copy of passport/election ID card/driving license)

Yours faithfully,

For **SP Global Ventures (India) Private Limited**

Sri Sudharshan.M

Operations Manager | SP Global Ventures (India) Pvt Ltd

69/9 Luz Avenue 5th Street, Mylapore, Chennai, 600 004

Board: +91 44 4350 2003 | Mobile: +91 91762 04565

www.spglobal.in | sudharshan.m@spglobal.in



Medical Special Corporate Office
FOLKSCO Technologies Private Limited
No. 81, S. P. Towers
Volluvar Kottam Road
Nungambakur

CSE 17 Chennai - 600 039
PH: 044-42804973

May 8, 2017

Sharmi
D/O Lakshman
No. 30, D.A.C.I. West Vasther
E. Cross Street, West K. Nagar
Chennai - 71

Letter of Appointment

Dear Ms. Sharmi,

We are pleased to appoint you as on the following terms and conditions:

1. Placement

- a) **Position & Designation:** You will be designated as Digital Marketing Trainee at FolkSCO Technologies, based at our Chennai Office and would be operationally reporting to Manager - Digital Marketing.
- b) **Post & Transfer:** You will be based at the premises of the Company & your services are liable to be transferred to any other location of the Company and / or any affiliate / associate member Company.
- c) **Joining Date:** You are appointed at the said position effective on May 08, 2017.
- d) **Probation:** You will be under probationary period for 6 months. On successful completion of your probation period, your service will be confirmed.

2. Remuneration

- a) **Salary:** Your consolidated Monthly Salary Package will be INR. 9,000/- (In words: Nine Thousand only)
- b) **Salary Break-up:** Please see details as a separate enclosure 'Annexure 1'.

3. Working Hours

- a) **Work Days:** The official working days/hours will be as per the prevailing /current company policy.



Date: 20/11/17

Name: SWETHA K
Ref: PRATHYUSHA ENGINEERING COLLEGE

LETTER OF INTENT

Further to the discussion you had with us, we are pleased to inform that you have been selected at a compensation in the range of **Rs.1,82,793** per annum as Gross Annual Remuneration, for providing technical support to our customers on meeting and subject to your fulfillment of the following terms and conditions.

Broad Terms and Conditions:

1. You will be required to report either at our office in Chennai - CSS Corp (Ambattur) or at CSS Corp approved training partner's location nearer to your town on or before **NOVEMBER 2017** and register yourself formally for the Pre-employment Training Program following our official intimation by phone/e-mail.
2. You will be provided with free access to our online training portal Tech career (URL: Techcareer.csscorp.com). This portal can be accessed anytime from anywhere. You are required to register in this portal on the above said date. You will receive your welcome kit within 48hrs of registration which includes your Login Credentials, Course Details and Learning Plan. You are required to complete all the 10 modules on Technology and 3 modules on Soft Skills as per the Learning plan within the prescribed time limit.
3. Apart from the Online training you are required to attend classroom training on Soft skills and Technology skills, at **CSS Corp (AMBIT)**. This training will be conducted for 250hrs which will include Soft skills, Technology, Product & Process training. You need to ensure 95% attendance. An online/panel assessment will be administered at the end of each and every element of the program and you need to secure 75% marks in all the modules including final assessment.
4. CSS Corp will have the right at its sole discretion to offer employment to you on successful completion of the training as stated in this LOI subject to you passing degree program, obtaining necessary academic qualification for employment with CSS Corp and achieving the standards specified by CSS Corp.
5. However, there is no obligation on the part of CSS Corp to offer employment even if you are successful in completing the training. Offering employment to you will be purely based on business requirements of CSS Corp and based on Stack Ranking of your performance during the Training period.
6. If you are offered an employment, then you shall be required to sign a separate and a comprehensive offer and joining letter.
7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.

CSS Corp is an Equal opportunity provider.
CSS Corp does not charge any fee at any stage of the recruitment process.
CSS Corp does not engage with any agency to do campus recruitment.

CSS Corp Private Limited

(Formerly known as Glow Networks Private Limited)

CIN: U72900TN2900P1C115034

Registered Office: CSS Corp Private Limited, Plot No. 5, B, Ambattur Road, Ambattur Industrial Estate, Chennai - 600053, Tamil Nadu, India

Tel: 044-66011500 | www.csscorp.com

Branch Office: CSS Corp Private Limited, Plot No. 12, A, B, Ambattur Road, Ambattur Industrial Estate, Chennai - 600053, Tamil Nadu, India

Tel: 044-66011500



Date: 20/11/17

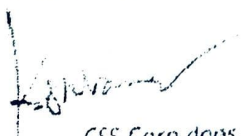
Name: VANITHA SHARON A
Ref: PRATHYUSHA ENGINEERING COLLEGE

LETTER OF INTENT

Further to the discussion you had with us, we are pleased to inform that you have been selected as a compensation in the range of **Rs.1,82,793** per annum as Gross Annual Remuneration, for providing technical support to our customers on meeting and subject to your fulfillment of the following terms and conditions.

Broad Terms and Conditions:

1. You will be required to report either at our office in Chennai - CSS Corp (Ambattur) or at CSS Corp approved training partner's location nearer to your town on or before **NOVEMBER 2017** and register yourself formally for the Pre-employment Training Program following our official intimation by phone/e-mail.
2. You will be provided with free access to our online training portal Tech career (URL: Techcareer.csscorp.com). This portal can be accessed anytime from anywhere. You are required to register in this portal on the above said date. You will receive your welcome kit within 48hrs of registration which includes your Login Credentials, Course Details and Learning Plan. You are required to complete all the 10 modules on Technology and 3 modules on Soft Skills as per the Learning plan within the prescribed time limit.
3. Apart from the Online training you are required to attend classroom training on Soft skills and Technology skills, **at CSS Corp (AMBIT)**. This training will be conducted for 250hrs which will include Soft skills, Technology, Product & Process training. You need to ensure 95% attendance. An online/panel assessment will be administered at the end of each and every element of the program and you need to secure 75% marks in all the modules including final assessment.
4. CSS Corp will have the right at its sole discretion to offer employment to you on successful completion of the training as stated in this LOI subject to you passing degree program, obtaining necessary academic qualification for employment with CSS Corp and achieving the standards specified by CSS Corp.
5. However, there is no obligation on the part of CSS Corp to offer employment even if you are successful in completing the training. Offering employment to you will be purely based on business requirements of CSS Corp and based on Stack Ranking of your performance during the Training period.
6. If you are offered an employment, then you shall be required to sign a separate and a comprehensive offer and joining letter.
7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.


CSS Corp is an Equal opportunity provider.
CSS Corp does not charge any fee at any stage of the recruitment process.
CSS Corp does not engage with any agency to do campus recruitment.

CSS Corp Private Limited

(Formerly known as Glow Networks Private Limited)

CIN: U72900TN2900PTCL18034

Corporate Office: 10th Floor, 10th Cross, 10th Main, 10th & B, Ambattur Road, Ambattur Industrial Estate, Chennai - 600053, Tamil Nadu, India
Tel: 91 44 4104 1500 www.csscorp.com

Regional Office: 10th Floor, 10th Cross, 10th Main, 10th & B, Ambattur Road, Ambattur Industrial Estate, Chennai - 600053, Tamil Nadu, India
Tel: 91 44 4104 1500

Date: 3rd Oct 2016

Dear VISHESH M

We are pleased to offer you role as a **"Project Trainee"**. Your tentative date of joining will be 5th Dec 2016. On the date of joining indemnity bond should be signed by your guarantor along with cheque of Rs. 2/- lakhs signed by your guarantor, under the condition

- that you agree to enter into a retention ship agreement with the company for a period of 2.5 years, starting from June 2017.
- Proof of successful completion of your under-graduation degree mark sheets as on 6th semester without any standing arrears

As **"Project Trainee"**, you will be given a stipend of Rs. 10,000 per month subject to the days of presence at office.

Please note that a detailed appointment letter shall be issued at the time of joining the company after completion of your academic requirements without any arrears. You will be designated as **'Trainee - Programmer'** after completion of the **"Project Trainee"** activity and successfully completing academic requirements.

As **'Trainee-Programmer'**, you will be offered a CTC between Rs. ₹ 5 LAKHS and Rs. ₹ 5 LAKHS per annum, decided based on your performance as part of the Project Trainee Role, inclusive of provident fund and other deductions as per the governing statutory norms.

During this assignment you will work under the supervision of such officers as may be decided by the company from time to time. You shall diligently and faithfully carry out instructions given to you and to the best of your power, skill, ability for the business and interest of the Company.

All confidential information, trade secrets, confidential programming, system development processes, information pertaining to the design, development and manufacturing of licensed product and data of any kind whatsoever coming into existence or acquired or used by the company or by you or by any employee or agent thereof during tenure with the company shall be treated as confidential by you and shall not disclose the same except with the express permission of the Company.

Copyright of all designs, drawings, plans and documentation pertaining to products sold, manufactured or otherwise dealt by the company shall at all times be the property of the Company.



All discoveries, inventions, ideas that you may conceive during your tenure with the company, shall be the sole and exclusive property of the Company.

At the time of joining we would request you to furnish two references and submit two copies of the following documents:

- a. Photographs (Seven passport size)
- b. Copies of all the educational certificates (Tenth class onwards) including mark sheets in full
- c. Proof of ID
- d. Proof of Address.

You should produce all the original certificates for verification on the date of joining.

Please submit the copy of this letter as an acceptance of the above offer and all the other terms of this Offer Letter. This letter of offer shall be withdrawn and cancelled automatically without any further communication, in this regard, if you fail to join us on the date mentioned above.

The terms of this Letter of Offer are confidential in nature and shall not be divulged by any mode of communication to any other person or organization prior to your date of joining, during your association / employment with the Company or thereafter.

Best wishes,

For Ionix Technologies Private Limited,

Srinivas Anand
SRINIVAS ANAND YRSN
Chief Operating Officer

Acceptance

M. Sathish - 3/10/2016
Signature of Candidate with Date

Date : 3rd Oct 2016

Dear Visishah M

We are pleased to offer you role as a **"Project Trainee"**. Your tentative date of joining will be 5th Dec 2016. On the date of joining indemnity bond should be signed by your guarantor along with cheque of Rs. 2/- lakhs signed by your guarantor, under the condition

- that you agree to enter into a retention ship agreement with the company for a period of 2.5 years, starting from June 2017.
- Proof of successful completion of your under-graduation degree mark sheets as on 6th semester without any standing arrears

As **"Project Trainee"**, you will be given a stipend of Rs. 10,000 per month subject to the days of presence at office.

Please note that a detailed appointment letter shall be issued at the time of joining the company after completion of your academic requirements without any arrears. You will be designated as **'Trainee - Programmer'** after completion of the **"Project Trainee"** activity and successfully completing academic requirements.

As **'Trainee-Programmer'**, you will be offered a CTC between Rs. 3 LAKHS and Rs. 3.5 LAKHS per annum, decided based on your performance as part of the Project Trainee Role, inclusive of provident fund and other deductions as per the governing statutory norms.

During this assignment you will work under the supervision of such officers as may be decided by the company from time to time. You shall diligently and faithfully carry out instructions given to you and to the best of your power, skill, ability for the business and interest of the Company.

All confidential information, trade secrets, confidential programming, system development processes, information pertaining to the design, development and manufacturing of licensed product and data of any kind whatsoever coming into existence or acquired or used by the company or by you or by any employee or agent thereof during tenure with the company shall be treated as confidential by you and shall not disclose the same except with the express permission of the Company.

Copyright of all designs, drawings, plans and documentation pertaining to products sold, manufactured or otherwise dealt by the company shall at all times be the property of the Company.



Global Knowledge.

Global Knowledge Network (India) Pvt. Ltd.
Royal Barter, 1st Floor, No. 78/1,
Residency Road, Bangalore - 560025, India
Tel: (91) 80 4050 0999
Fax: (91) 80 4050 0900
www.gkapac.com
Co.Reg No: U8090KA2008PTC046625

Date: 08-05-2017

Name: Vishnu Priya.R

Address: No.83, Lakshmi Amman kovil street, Puthagaram, Ch-99

Contact Number: +91 8648940736

Dear Vishnu Priya.R,

Offer Letter for the Position of "Systems Design Associate - Trainee"

Offer type: **Conditional Offer***

We are pleased to offer you the above-mentioned position with effect from 01st June 2017 with the following terms & conditions:

1. Salary & Benefits

- a. You will be paid Rs.6,000/- as stipend during the training & assessment period [1 Month] Inclusive of all other allowances.
- b. Your salary will be Rs.15,000/- per Month Inclusive of all other allowances after the training & assessment period, subject to clearing the assessment.
- c. Annual leave entitlement of 12 days will be pro-rate according to completion of two years of service.
- d. Sick leave entitlement of 12 days will be pro-rate according to completion of two years of service.
- e. All other official expenses are claimable through submission of proper receipt / tax invoice and company's claim / reimbursement form duly filled by the applicant (subject to the approval of the Manager).
- f. Further increment will be entitled based **ONLY** on your performance.

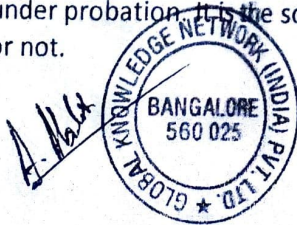
2. Job Portfolio:

Under the supervision of the Manager - Technical Development, the job portfolio includes but is not limited to:

- a. Ensure all company policies are abided by you.
- b. Other miscellaneous tasks within company, job portfolio and whatever tasks assigned by the Manager – Technical Development.
- c. Skillful with clear understanding of technical design concepts, projects and methodology.
- d. Preparing high level documents with quality design, illustrations and excellent command over the English language.
- e. Validating contents for accuracy, usability and ensure adherence to objectives set by the Team Leader and/or Manager.
- f. Ability to learn new technologies with less supervision and guidance.
- g. Highlight the missing steps, values and any inconsistency identified during the proof reading.
- h. Ability to work under pressure, in tight deadlines, as part of a team and as an efficient individual contributor.
- i. Report back to respective Team Leader directly.

3. Probation.

- a. You will be on probation for 6 Months (Excluding 1st month Training period) from the date of successful completion of Training & assessment and upon completion of the probation period; you will be receiving a confirmation letter from the employer.
- b. If no confirmation letter is issued by the end of 6 month probation, it is presumed that you are still under probation. It is the sole discretion of the Company to extend your probation beyond six months or not.



R. Vishnu Priya
Page 1 of 2



Global Knowledge®

Global Knowledge Network (India) Pvt. Ltd
Royal Barter, 1st Floor, No. 78/1
Residency Road, Bangalore - 560025, India
Tel: (91) 80 4050 0999
Fax: (91) 80 4050 0900
www.gkpac.com
Co.Reg.No:U8090KA2008PTC046625

c. Annual / Sick leaves are not entitled during the training & assessment and probation period. Emergency leaves taken during training & assessment and probation period will be granted ONLY as LEAVE ON LOSS OF PAY (Only upon proper approval from the Manager).

4. Termination of Employment :

- a. Your performance will be monitored during the period of probation and if found not satisfactory, will be terminated within a week's notice.
- b. Continuing to underperform after periodical reviews and highlightment of the mistakes.
- c. Bad attitude, immoral and personality disorder will lead to immediate termination with bad remarks and no further explanation (No further benefits, salary settlements) will be given.
- d. Employee must give 2 Months' of notice in writing or payment in lieu of notice.
- e. Lack of integrity and providing false information will lead to immediate termination with bad remarks and no further benefits, salary settlements will be given.
- f. Employer reserves the full right, in the employer's discretion, either to uphold or annul a particular designation based on performance and constant reviews of the employee.

5. Terms and conditions:

- a. Failing to successfully complete the Under-Graduation degree without any backlogs, within the training and assessment period, to secure the position in the company, the offer will be considered void and no longer valid.
- b. Failing the assessment at the end of the training period, immediately will void the offer and will refrain you to continue the employment.
- c. Annual or sick leaves are subject to approval by the Manager or Team leader during the time of employment. A well planned leave should be requested at least 15 days in advance.
- d. Maintain strong inter-personal communication skills
- e. The credentials provided by the company should be handled with confidentiality.
- f. Failing to give 2 months' notice period in writing by the employee to employer and wanting to relieve from employment immediately or in the event of abscond, no further benefits, salary settlements, relieving letter shall be provided.
- g. It is the responsibility of the employee to hand over all the official belongings like laptop, internet dongle, mobile phone/SIM (if any) without any damages and in working condition and identity card at the time of discharging the duties to get proper relieving documents and settlements.
- h. Additionally, the employee must complete the project successfully if any assigned to him/her before submitting resignation letter. Acceptance of the resignation letter is the sole discretion of the Employer.
- i. You are required to sign a Corporate Agreement (Non-Disclosure of Confidential Information, Non-Competing and Working Protocol Agreement) as part of our joining formalities, on the day of joining. This Agreement is to protect the interests of the Organization by maintaining confidentiality of all information, which may be accessible to you during the course of your work. The information includes all kinds of documentation, printed or electronic, all kinds of software that are third party, company owned, or personally created.
- j. You will be required to sign an asset handover form.
- k. The Employee is required to abide by all the rules, regulations and practices of the Employer.

Thanking you,

For & on behalf of **Global Knowledge Network (India) Pvt Ltd.**



HR Department

R. Vishnu Prabh
Acknowledge Receipt

Date: 08-05-2017

Name: Vishnu Priya.R
Address: No.83, Lakshmi Amman kovil street, Puthagaram, Ch-99
Contact Number: +91 8648940736

Dear Vishnu Priya.R,

Offer Letter for the Position of "Systems Design Associate - Trainee"

Offer type: **Conditional Offer***

We are pleased to offer you the above-mentioned position with effect from 01st June 2017 with the following terms & conditions:

1. Salary & Benefits

- You will be paid Rs.6,000/- as stipend during the training & assessment period [1 Month] Inclusive of all other allowances.
- Your salary will be Rs.15,000/- per Month Inclusive of all other allowances after the training & assessment period, subject to clearing the assessment.
- Annual leave entitlement of 12 days will be pro-rate according to completion of two years of service.
- Sick leave entitlement of 12 days will be pro-rate according to completion of two years of service.
- All other official expenses are claimable through submission of proper receipt / tax invoice and company's claim / reimbursement form duly filled by the applicant (subject to the approval of the Manager).
- Further increment will be entitled based **ONLY** on your performance.

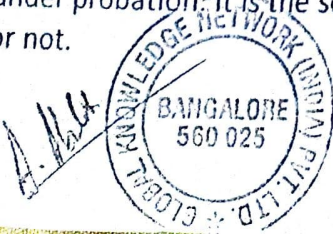
2. Job Portfolio:

Under the supervision of the Manager - Technical Development, the job portfolio includes but is not limited to:

- Ensure all company policies are abided by you.
- Other miscellaneous tasks within company, job portfolio and whatever tasks assigned by the Manager – Technical Development.
- Skillful with clear understanding of technical design concepts, projects and methodology.
- Preparing high level documents with quality design, illustrations and excellent command over the English language.
- Validating contents for accuracy, usability and ensure adherence to objectives set by the Team Leader and/or Manager.
- Ability to learn new technologies with less supervision and guidance.
- Highlight the missing steps, values and any inconsistency identified during the proof reading.
- Ability to work under pressure, in tight deadlines, as part of a team and as an efficient individual contributor.
- Report back to respective Team Leader directly.

Probation.

- You will be on probation for 6 Months (Excluding 1st month Training period) from the date of successful completion of Training & assessment and upon completion of the probation period; you will be receiving a confirmation letter from the employer.
- If no confirmation letter is issued by the end of 6 month probation, it is presumed that you are still under probation. It is the sole discretion of the Company to extend your probation beyond six months or not.



Vishnu Priya
Page 1 of 2

CSC-2017

Nadhi Information Technologies Pvt. Ltd.

22 Venkatraman Street
T. Nagar Chennai 600 017
Ph: +91 97910 41483
Email : info@nadhi.in
Web : www.nadhi.in



Streamlined Communications
Informed Decisions

29 December 2016

To:

Mr. D. Vivekananth
Department of Computer Science and Engineering
Prathyusha Engineering College

Dear Mr. Vivekananth,

We are pleased to offer you an internship position with **Nadhi Information Technologies Pvt. Ltd.** Your detailed duties and responsibilities will be discussed on the day you join.

The internship starts on **January 2nd, 2017** and will be for **13 weeks** ending on **March 31st, 2017**. During the period of internship, you will be paid a stipend of **Rs. 8,000 (Rupees eight thousand only) per month** in arrears, on a pro rata basis. Tentatively you are requested to report to our Chennai office. If there is any change in this, we will inform you via email and/or telephone.

All terms and conditions of your internship will be in accordance with the Company's Policy and Procedures and the Employment, Confidentiality and Intellectual Property Assignment and any other Agreements which you will be required to sign before joining.

We extend you our congratulations and warm regards and are certain that you will find this internship to be both challenging and rewarding. We look forward to your joining us on or before **January 2nd, 2017**. In case you have any questions, please feel free to get in touch with me.

As a token of your acceptance of our offer and terms of this letter, please sign in the space provided below and return the same to us. Please note that the offer is valid for a period of 5 (five) days from the date of this letter. It shall lapse automatically unless you confirm your acceptance.

With best wishes,

Yours sincerely,

For **NADHI INFORMATION TECHNOLOGIES PVT. LTD.**

Ravi Mundoli
Director

Director.



Acceptance

I hereby accept the position and terms and conditions offered. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer. I will be joining on

2 - Jan - 2017

[Signature and Date]

29 Dec - 2016



Name: YUVASHREE J
Ref: PRATHYUSHA ENGINEERING COLLEGE

Date: 20/11/17

LETTER OF INTENT

Further to the discussion you had with us, we are pleased to inform that you have been selected as a compensation in the range of **Rs.1,82,793** per annum as Gross Annual Remuneration, for providing technical support to our customers on meeting and subject to your fulfillment of the following terms and conditions.

Broad Terms and Conditions:

1. You will be required to report either at our office in Chennai - CSS Corp (Ambattur) or at CSS Corp approved training partner's location nearer to your town on or before **NOVEMBER 2017** and register yourself formally for the Pre-employment Training Program following our official intimation by phone/e-mail.
2. You will be provided with free access to our online training portal Tech career (URL: Techcareer.csscorp.com). This portal can be accessed anytime from anywhere. You are required to register in this portal on the above said date. You will receive your welcome kit within 48hrs of registration which includes your Login Credentials, Course Details and Learning Plan. You are required to complete all the 10 modules on Technology and 3 modules on Soft Skills as per the Learning plan within the prescribed time limit.
3. Apart from the Online training you are required to attend classroom training on Soft skills and Technology skills, **at CSS Corp (AMBIT)**. This training will be conducted for 250hrs which will include Soft skills, Technology, Product & Process training. You need to ensure 95% attendance. An online/panel assessment will be administered at the end of each and every element of the program and you need to secure 75% marks in all the modules including final assessment.
4. CSS Corp will have the right at its sole discretion to offer employment to you on successful completion of the training as stated in this LOI subject to you passing degree program, obtaining necessary academic qualification for employment with CSS Corp and achieving the standards specified by CSS Corp.
5. However, there is no obligation on the part of CSS Corp to offer employment even if you are successful in completing the training. Offering employment to you will be purely based on business requirements of CSS Corp and based on Stack Ranking of your performance during the Training period.
6. If you are offered an employment, then you shall be required to sign a separate and a comprehensive offer and joining letter.
7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.

CSS Corp is an Equal opportunity provider.
CSS Corp does not charge any fee at any stage of the recruitment process.
CSS Corp does not engage with any agency to do campus recruitment.

Date: 02/11/2017

Intent to Offer

Dear **ARTHI J**,

Syntellect ID: **SAE2986385**

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

You may be assigned and/or deputed to any of our subsidiary/affiliated group of Companies/locations, whenever the Company may deem fit and/or as and when required.

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- b) You should not have more than 1-year gap throughout your education
- c) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- d) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such

period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,
For Syntel Pvt. Ltd,



Adarsh Krishna
Deputy General Manager - HR

I have read this Offer of Intent and accept the stipulated terms and conditions

Candidate Signature

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name :	ARTH J	
Designation :	Associate Consultant	
Band & Grade :	AC-AC1	
Pay and Allowance	Monthly	Yearly
Basic Pay	10,033	10,033
House Rent Allowance	120,400	120,400
Special Allowance	5,017	5,017
City Allowance	60,200	60,200
Bonus	4,830	4,830
Co.'s Contribution to Provident Fund	57,960	57,960
Transport Allowance	1,003	1,003
Medical Allowance	12,040	12,040
Sub Total – I (H)	27,933	335,200
Reimbursements and Other Benefits		
Leave Travel Assistance	400	4,800
Sub Total – II	400	4,800
Total Compensation	28,333	340,000

16-May-2017

Dear ARUNPRABAKARAN C

Candidate ID – 694958

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.401,986/-. This includes an annual incentive indication of Rs.22,500/- as well as Cognizant's contribution of Rs.23,986/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.455,880/-. This includes an annual incentive indication of Rs.22,500/- as well as Cognizant's contribution of Rs. 24,880/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: ARUNPRABAKARAN C

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* Flexible Benefit Plan: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** Incentive Indication: Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** Language Premium: This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : Prathyusha Engineering college.

Date : 4/9/2017

Dear DEEPIYA - J (CSE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

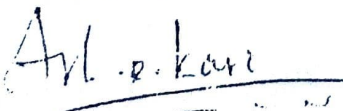
You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland



Authorized Signatory

Candidate Acceptance

doodleblue Innovations Private Limited

"Dakshin Prasthanam", "B" Wing, Fifth Floor, 110, Mahatma Gandhi Road, Chennai-600 034
Phone : 2822 8855, 3022 8855, Fax: 28225225

23rd September, 2019

Dear Dhananjeyal S.,

Welcome to **doodleblue Innovations Private Limited (Company)**

We are glad to offer you the appointment letter with the below terms and conditions;

You are hereby appointed as a **Network Engineer** in our organization to be based in Chennai.

1. Reporting

You will be reporting to the Project Manager or to any other person assigned as per the hierarchical route.

2. Accountability

You will be principally accountable for all specific work responsibilities listed under your designation, to ensure proper, truthful and righteous achievement and development of our company objective.

3. Salary & Allowances

a. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I. For the purpose of security and convenience, your salary and allowances will be paid through a bank appointed by the company.

b. Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plans.

c. National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension



D I G I T A L S T R A T E G Y C O N S U L T I N G

doodleblue Innovations Private Limited
Gandhi Road, Chennai-600 034

11th Floor, 11th Main, Fifth Floor,
Phone : 2822 8855, 3022 8855, Fax: 28221225

Scheme. This is an optional retirement benefit introduced by the Government of India for its citizens. It enables accumulation of retirement corpus during active employment with tax breaks. Please refer to the Information Sheet in Annexure - I for more details

Your first month Salary will be paid on 4th November, 2019

All reasonable expenses arising out of and during the course of employment shall be reimbursed provided that the same has been authorized prior to being incurred and with the provision of appropriate receipts.

4. Increment / bonus

Salary increment, annual bonus and incentives shall be at sole discretion of the company and will be largely dependent on your performance

You also agree that the Company would be investing in your growth and learning and incurring a great amount of expenditure towards the same. Therefore, it is important for us that you are a part of the Company for years to come.

5. Working hours / Leave Eligibility

Subject to Applicable Laws, we work Monday to Friday from 9:45 hrs to 19:00 hours

You are allowed 11 calendar holidays every year which will not carry over for the next year. You are eligible for 1 day leave per month which can be carry forwarded to the next month but not to the next year. Along with this you are eligible for 3 medical leaves.

6. Job Execution

- a. By accepting this appointment letter you are expected to have complete knowledge / acquire knowledge about your Key result areas, their process and obtain supports to ensure all job responsibilities are carried out and completed on time as in each deserving case.
- b. The employment requires you to adhere to the company's principles of systematic work practices and as such, you shall be expected to execute your responsibilities regularly, review them frequently, update your knowledge often and report to your superiors on the status.
- c. The activities of your job will be monitored through the company's internal audit system and any lapses will attract action as per company policy.

7. Termination of employment

doodleblue
DIGITAL STRATEGY CONSULTING

doodleblue Innovations Private Limited

"Prakash Prasadam", "B" Wing, Fifth Floor, 110, Mahatma Gandhi Road, Chennai-600 034

Phone : 2822 8855, 3022 8855, Fax: 28225225

- a. Probation Period – Please note that you are under a 3 month probation period where you need to consistently prove your capabilities as per your allocated role immediately as you join us. Your salary during probation period will be dependent on your performance. Be proactive and engage with management to understand how you are doing. This period will be used to evaluate your performance and if satisfactory, you will be acknowledged as a full time employee of the Company. If the management finds your performance below par, we will have the right to terminate your employment at any point during the probation period with immediate effect. In case you choose to leave the services of the company in the probation period you have to give a written notice of 1 month.
- b. Post the probation period the Company shall be at liberty to terminate your employment by giving a notice of one month or compensation in lieu thereof.

In case you choose to leave the services of the company, you will have to give the company a prior written notice of three month. On all such incidence, you will be required to return the company all papers, documents, confidential information and all other property which belongs to the company and which may be in your possession at that time. Your salary during your notice period will be based on your performance and your last month salary will be released after due diligence.

- c. This letter of appointment has been issued to you on the understanding that there is nothing in your past record which should have prevented the company from offering you the appointment. If, however, it is found that your past record is objectionable of if any declaration given by you to the company is modified or if you have willfully suppressed any material or information, in such cases you shall be liable to be removed from the services of this company, without any notice or compensation in lieu thereof.
- d. Acknowledgement of this appointment letter will automatically confirm your acceptance to above terms.

8. Job responsibility transfer / handover

- a. While under the employment of the Company and as per this appointment terms, you may be subject to transfer / deputation to other areas / departments / projects etc within the organization or within the associate and affiliate companies.
- b. In case of separation from the company, you shall ensure that each and every job / task handled by you shall be handed over and explained along with updated status and reasons, follow up and completion advise to the concerned person coming into your position.
- c. Improper / incomplete or refusal to handover will result in the company not clearing your employment and you shall not take up any other employment whatsoever or carry out business in any aspect until the issue is resolved.



D I G I T A L S T R A T E G Y C O N S U L T I N G

doodleblue Innovations Privatelimited

"Palkasi-Prasitium", "B" Wing, Fifth Floor, 110, Mahatma Gandhi Road, Chennai-600 034
Phone : 2822 8855, 3022 8855, Fax: 28225225

9. Non conflict of personal & company's business interest

- a. You shall not, without the prior written consent of the company, either directly or indirectly during the continuance of this terms and conditions, be engaged in any capacity in any trade, business or occupation whatsoever other than being in the employment of this company.
- b. If at any time during your employment (either alone or with others) you make, conceive, discover, reduce to practice or become possessed of any invention, modification, discovery, design, development, improvement, process, formula, data, technique, know-how, secret or intellectual property right whatsoever or any interest therein (whether or not patentable or registrable) (herein called "Inventions") that relates to the business of the Company in any manner connected to it or any of the products or services being developed, manufactured or sold by the company or which may conveniently be used in relation therewith, or results from tasks assigned to you by the Company or results from the use of premises owned, leased or contracted for by the company, such Inventions and the benefits thereof shall immediately become the sole and absolute property of the company, and You agree to promptly disclose to the Company (or any persons designated by it) each such Invention and shall assign such rights you may have or acquire in the Inventions including the benefits and/or rights resulting there from to the company without compensation and shall communicate, without cost or delay, and without publishing the same all available information relating thereto (with all necessary plans and models) to the company.
- c. During the course of your employment and thereafter, you will be required to keep all correspondences and exchanges with the company as well as all other information, trade secrets or materials received by you concerning our business as confidential and not divulge to any person or firm or company such information. You shall not (except in the proper course of his duties) during the term of your employment and ___ years from the date of termination of his employment, use or disclose or attempt to use or disclose to any Person, and shall use your best endeavours to prevent the publication or disclosure of all correspondences and exchanges with the company as well as all other information, trade secrets or materials received by you concerning our business. You In case it is discovered that you are a part to such an activity, you shall be deemed to subject yourself to any disciplinary action as found deemed proper by the management. For the purposes of this clause "other information" shall include, but shall not be limited to, information, knowledge or data of an intellectual, technical, financial, cost, pricing, commercial or marketing nature which is not in the public domain and in which the company has a business, proprietary or ownership interest or has a legal duty to protect, whether or not received from a third party in whatever form, including, but not limited to, technical data, drawings, designs, manuals, reports, algorithms, lists, computer programmes, blue prints, computer databases, quotations and price lists, customers (including any other non-public personal information about such customers and any list, description or other grouping of customers that is derived using other non-public personal information),

doodleblue

D I G I T A L S T R A T E G Y C O N S U L T I N G

doodleblue Innovations Private Limited

"Paukash Prashnam", "B" Wing, Fifth Floor, 110, Mahalaxa Gandhi Road, Chennai-600 034
Phone : 2822 8855, 3022 8855, Fax: 28225225

internal procedures, financial information, including, but not limited to, financial year forecasts and next financial year targets, valuation of business, employees' information,.

- d. **Non-Competition** - It is further acknowledged and agreed that following termination of your employment with for any reason you shall not, directly or indirectly, and whether alone or in conjunction with, or through an affiliate or by way of assistance to any other person, during the Term of this Agreement and for a period one year after your cessation of employment from the company (in any capacity):
- a. canvass, solicit or approach or cause to be canvassed, solicited or approached by any person/business entity who at any time is or was interested in or has or had control of or intends to have control of any business which is competing or similar to business of the Company;
 - b. carry on, own, manage, operate, join, assist, have an interest or control in any business/business entity which is competing or similar to the business of the Company;
 - c. act as an employee, advisor, consultant, trustee or agent for any entity who is engaged or financially interested in or proposes to provide same or similar to the business of the Company;
 - d. solicit or entice or endeavour to solicit or entice away from the Company or knowingly employ or aid or assist any other person or persons in employing or otherwise retaining the services of any employees of or consultants to the Company.
 - e. directly or indirectly use in connection with any competing or similar trade or business to that of the Company, a name resembling the Company's or capable of confusion therewith.
 - f. interfere or seek to interfere or take such steps as may interfere with the business of the Company.
 - g. Hire any current employees of Company for a period of 1 year.
 - e. Notwithstanding what has been stated above, you further acknowledge and agree that following termination of your employment for any reason you shall not solicit business from current clients or clients who have retained the Company in the 1 year period immediately preceding the employee's termination.

doodleblue
DIGITAL STRATEGY CONSULTING

doodleblue Innovations Private Limited

"Prakash Presidium", "B" Wing, Fifth Floor, 110, Mahatma Gandhi Road, Chennai-600 034
Phone : 2822 8855, 3022 8855, Fax: 28725225

f. You acknowledge that the restrictions set forth in this offer letter are reasonable and necessary for the protection of the Company, its customers, its affiliates and associated companies. Any violation of the covenants and obligations set forth in this offer letter by you will cause irreparable injury to the company and that the company shall be entitled to an interim injunction, restraining order or such other equitable relief from the appropriate authority. The injunctive relief will be additional to any other rights and remedies that the company is entitled to under applicable laws.

Any claim, controversy or dispute (collectively referred to as "Disputes") arising out of or under this offer letter, not settled by mutual agreement between us within 30 days, shall be referred to a sole arbitrator appointed by Company. The arbitration proceedings shall be conducted in Chennai, India and shall be governed by and construed in accordance with the laws of India. The courts at Chennai shall have exclusive jurisdiction.

If you are agreeable to the above terms and conditions, kindly confirm your acceptance of this offer by signing the copy of this letter or joining our offices immediately.

Wishing you the very best,

For doodleblue Innovations Private Limited,



Atishe Chordia
CEO, doodleblue Innovations Private Limited.

110 MG Road,
5th Floor, *Prakash Presidium*
Chennai – 600034, India

doodleblue

DIGITAL STRATEGY CONSULTING

Thiagarajan CSE <thiagarajan.cse@prathyusha.edu.in>

Fwd: JOINING LETTER

1 message

ISHWARIYA<ishwarya129@gmail.com>

To: Thiagarajan Cse <thiagarajan.cse@prathyusha.edu.in>

Monday, July 24, 2017

----- Forwarded message -----

From: HR <hrd@netaxis.in>

Date: Monday, July 24, 2017

Subject: JOINING LETTER

To: ishwarya129@gmail.com

JOINING LETTER**Dear ISHWARIYA,**

We are satisfied with your performance in the walk-in-interview. We are pleased to offer you the designation as **Jr Progammer**. Your Date of joining will be from July 31 2017. This letter is valid only for one month from the date of issuing.

We hope your association with us will be mutually beneficial, pleasant and fulfilling.

You are required to bring the following documents at the time of joining.

1. Education certificates original and copy (10th, 12th, Degree, Other additional courses if any)
2. Identity proof copy (Voters ID or Driving license or Pan card)
 - . Address proof copy (Ration card or Passport)
4. 4 Passport size photos.

Note: In the normal course of you agree that within the scope of the 15days of work schedule work should been completed. If we find yourselves in disagreement concerning the terms of termination or any other matter about your employment with us. You agree to submit the dispute to binding arbitration to be held in a location of mutual convenience.

Original educational certificates will be returned after verification. For people who are coming under the contract, the original certificate will be returned only after their contract has been completed.

You are requested to confirm that you have not made or retained any copy or photocopy of any of the documents made available to you during the course of your interview, training with us.

Please sign a copy of this letter in token of your acceptance and confirmation of the issues mentioned above.



S10 Healthcare Solutions (P) Ltd
No 21 Race course road
Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

CSE-17

7th June 2017

Ms. Kavya Shree S
Chennai

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as “**Tr. Health Information Analyst**” and Stipend would be Rs: 10500 /-

In Addition to the above stipend, **Variable pay of Rs: 3000** will be paid every month. (On Deployment)

You are required to join us on or before **19th Jun 2017**. You are requested to bring with you the following documents at the time of joining your duties.

1. Four passport size photographs
2. Copies of educational/professional qualifications and experience certificates.
3. Copies of Id proof/Address proof.
4. Any Two references (Family or Friends)

We trust that your knowledge, skills and experience will be among our most valuable assets.

Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

Thanking you,

Human Resources

14th March 2017

Keerthika S

+91 8754108502

keerthikasrinivasan1996@gmail.com

Dear Keerthika,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade, business, occupation or employment.

NSM Services Private Limited

Block 7, 11th Floor DLF IT SEZ Park, 1/124 Shivaji Gardens, Manapakkam, Chennai – 600089, India

CIN: U72200TN2015PTC101740

www.NationstarMtg.com

4. Probation: You will be on probation for a period of 6 months from the date of your joining service. Your performance will be reviewed at the end of the probation period, post which if found satisfactory, your services will be confirmed in writing. It should be noted that unless your services are confirmed in writing, it would be presumed that you continue to be on probation. During this probation period, the Company will reserve the right to terminate your appointment at any time by giving 1 (one) month's notice or payment in lieu of notice.
5. Notwithstanding anything stated above, upon your confirmation, the Company will reserve the right to terminate your appointment at any time by giving 2 (two) months' notice or payment in lieu of notice. In case you desire to leave the service of the company at any time, you are required to give 2 (two) months' prior notice. Your resignation will be effective when the Company accepts the same. You shall not have the option to withdraw your resignation after it is accepted.
6. You are required to be compliant with the policies of **NSM Services Private Limited** at all times, which will be shared with you at the time of joining.

This offer is not intended to create a contract of employment for an indefinite period of time and is valid until **16th March 2017**. Your signature on the bottom of this letter serves as your written acceptance of the stated offer.

Your start date with us will be **15th May 2017**, subject to your passing such medical tests as may be prescribed by the Company, successful completion of your current graduation, verification of your records and completion of the background check. This background verification will be done by a third party and will be initiated close to or soon after your joining. The Company reserves the right to end your employment, should the results of your background verification be negative.

Please note that upon your unqualified acceptance of this letter of offer, you will be issued a formal employment/appointment letter, which shall contain the detailed terms and conditions of your employment with the Company, and which shall constitute the entire agreement between you and the Company and shall supersede all prior understandings, agreements or arrangements between you and the Company with regard to your employment with the Company.

At the time of reporting for duty, please furnish the documents

- Proof of Age (Birth certificate / School leaving certificate)
- Academic certificates. 10th,+2, Graduation – (Provisional Certificate, Individual /Consolidated Marksheet and Degree Certificate)
- Copy of PAN card and Aadhaar Card/Passport/Voter's ID/Driving license
- Any merit / technical certificates and Recent Passport size photographs – 4 Nos.

We believe you will make an excellent addition to the team and we are all excited to work with you. We are looking forward for you to start date in this position on or before **15th May 2017**. Please note that in the event that we do not receive your acceptance of this offer on or before **16th March 2017**, this offer shall be automatically be deemed as cancelled without notice and cease to be effective

Sincerely,

For **NSM Services Pvt. Ltd.**

Nandhini

Nandhini Padmanabhan
Senior Director – Human Resources

I, **Keerthika S** accept the above offer and would be joining on or before **15th May 2017**.

Keerthika S

14th March 2017

Leyan Francis F

+91 9444855416

flleycse009@gmail.com

Dear Leyan Francis,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade, business, occupation or employment.

4. Probation: You will be on probation for a period of 6 months from the date of your joining service. Your performance will be reviewed at the end of the probation period, post which if found satisfactory, your services will be confirmed in writing. It should be noted that unless your services are confirmed in writing, it would be presumed that you continue to be on probation. During this probation period, the Company will reserve the right to terminate your appointment at any time by giving 1 (one) months' notice or payment in lieu of notice.

5. Notwithstanding anything stated above, upon your confirmation, the Company will reserve the right to terminate your appointment at any time by giving 2 (two) months' notice or payment in lieu of notice. In case you desire to leave the service of the company at any time, you are required to give 2 (two) months prior notice. Your resignation will be effective when the Company accepts the same. You shall not have the option to withdraw your resignation after it is accepted.

6. You are required to be compliant with the policies of **NSM Services Private Limited** at all times, which will be shared with you at the time of joining.

This offer is not intended to create a contract of employment for an indefinite period of time and is valid until **16th March 2017**. Your signature on the bottom of this letter serves as your written acceptance of the stated offer.

Your start date with us will be **15th May 2017**, subject to your passing such medical tests as may be prescribed by the Company, successful completion of your current graduation, verification of your records and completion of the background check. This background verification will be done by a third party and will be initiated close to or soon after your joining. The Company reserves the right to end your employment, should the results of your background verification be negative.

Please note that upon your unqualified acceptance of this letter of offer, you will be issued a formal employment/appointment letter, which shall contain the detailed terms and conditions of your employment with the Company, and which shall constitute the entire agreement between you and the Company and shall supersede all prior understandings, agreements or arrangements between you and the Company with regard to your employment with the Company.

NSM Services Private Limited

Block 7, 11th Floor DLF IT SEZ Park, 1/124 Shivaji Gardens, Manapakkam, Chennai – 600089, India
CIN: U72200TN2015PTC101740
www.NationstarMtg.com

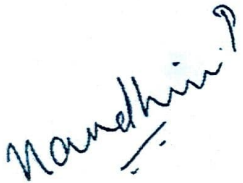
At the time of reporting for duty, please furnish the documents

- Proof of Age (Birth certificate / School leaving certificate)
- Academic certificates. 10th,+2, Graduation – (Provisional Certificate, Individual /Consolidated Marksheet and Degree Certificate)
- Copy of PAN card and Aadhaar Card/Passport/Voter's ID/Driving license
- Any merit / technical certificates and Recent Passport size photographs – 4 Nos.

We believe you will make an excellent addition to the team and we are all excited to work with you. We are looking forward for you to start date in this position on or before **15th May 2017**. Please note that in the event that we do not receive your acceptance of this offer on or before **16th March 2017**, this offer shall be automatically be deemed as cancelled without notice and cease to be effective

Sincerely,

For **NSM Services Pvt. Ltd.**



Nandhini Padmanabhan
Senior Director – Human Resources

I, **Leyan Francis F** accept the above offer and would be joining on or before **15th May 2017**.

Leyan Francis F



S10 Healthcare Solutions (P) Ltd
No 21 Race course road
Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

7th June 2017

Ms. Marasani Akila
Chennai

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as **“Tr. Health Information Analyst”** and Stipend would be Rs: 10500 /-

In Addition to the above stipend, **Variable pay of Rs: 3000** will be paid every month. (On Deployment)

You are required to join us on or before **19th Jun 2017**. You are requested to bring with you the following documents at the time of joining your duties.

1. Four passport size photographs
2. Copies of educational/professional qualifications and experience certificates.
3. Copies of Id proof/Address proof.
4. Any Two references (Family or Friends)

We trust that your knowledge, skills and experience will be among our most valuable assets.

Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

Thanking you,

A handwritten signature in black ink, appearing to be 'M. S. Akila', written over a horizontal line.

Human Resources



S10 Healthcare Solutions (P) Ltd
No 21 Race course road
Guindy, Chennai 600 032
Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

7th June 2017

Ms. Mathangi V
Chennai

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as **“Tr. Health Information Analyst”** and Stipend would be Rs: 10500 /-

In Addition to the above stipend, **Variable pay of Rs: 3000** will be paid every month. (On Deployment)

You are required to join us on or before **19th Jun 2017**. You are requested to bring with you the following documents at the time of joining your duties.

1. Four passport size photographs
2. Copies of educational/professional qualifications and experience certificates.
3. Copies of Id proof/Address proof.
4. Any Two references (Family or Friends)

We trust that your knowledge, skills and experience will be among our most valuable assets.

Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

Thanking you,

A handwritten signature in black ink, appearing to be 'M. S. S.', written over the printed name 'Human Resources'.

Human Resources



Dear Monish Kumar.B,

With reference to your application and subsequent interviews we had with you, we are pleased to offer you the position of "Associate", (G1)" at Olam Information Services Pvt Ltd, Chennai.

Your total CTC will be INR. 3,09,375. The breakup of the same is given below.

Total Earnings			
Salary Component / Break-up		Monthly Amount (INR)	Annual Amount (INR)
Fixed Pay	Basic	9,167	110,000
	HRA	4,583	55,000
	Special Allowance	7,367	88,400
	Total	21,117	253,400
Retirals	Employer Contribution to PF	1,800	21,600
	Total	1,800	21,600
Total Fixed Gross		22,917	275,000
Performance Incentives	Incentives		34,375
	Total	-	34,375
Total CTC		22,917	309,375

* Please note that the actual performance pay will depend upon the Company, Business Unit and your individual Performance and the actual payout may vary depending upon these parameters

Total Earnings			
Salary Component / Break-up		Monthly Amount (INR)	Annual Amount (INR)
Deductions (wherever applicable)	Employer contribution to PF	1,800	21,600
	Employee contribution to PF	1,800	21,600
	Employee contribution to ESI (If Applicable)	370	4,440
	Income tax & Professional tax deductions will be over and above this. Olam will be deducting tax at source as per Government tax guidelines.		

On behalf of the employee, OISL contributes towards Gratuity and Medical Insurance (Covered for a sum of Rs. 5,00,000/-)

Your appointment will be governed by terms and conditions indicated in your appointment letter which, with complete details of your salary, will be handed over to you on your date of joining

You are expected to join us on or before '3rd June 2019' else the offer stands cancelled

Please confirm your acceptance of this offer by replying back to this mail and confirming your date of joining. Unless the date is extended and communicated to you by mail / written, our offer will stand withdrawn thereafter

Your next salary revision will be in January 2020 as part of the appraisal cycle process of FY 2019, provided you join Olam on or before June 30th 2019

Your employment at OISL is subject to authentication and verification of documents and successful Background verification or Business decisions taken by the company which may/may not affect the above offer in any way

We welcome you to OLAM family and look forward to a long and mutually beneficial association.

Date: October 03, 2019

Dear Nandha Kumar B

Sub: Offer of Appointment

Further to our discussion we are pleased to offer you the position of **Client Partner at Access Healthcare Services Private Limited**, located at **Access Healthcare (HQ) , A9, First Main Road, Ambattur Industrial Estate, Ambattur, Chennai-600058**, on the following terms and conditions:

- a) Compensation: You will be paid a salary of **Rs.365000 /- per annum**. Salary is computed on a Cost to Company basis and the same is outlined in the attached annexure.
- b) You will be eligible for the benefits of leave, Provident Fund, Gratuity, etc., as per the rules of the Company.
- c) You will be required to execute Standard Terms and Conditions of your employment and other related Agreements, upon you joining the Company.
- d) The certificates and the documents produced by you will be subjected to verifications and in case of any discrepancies found during the scrutiny of the documents, the offer extended by the Company shall stand automatically withdrawn.
- e) This Offer is valid until **04-Oct-2019** or for a period extended solely at the discretion of the Management, which would be communicated to you in writing through e-mail. If you do not join the Company within the dates specified above, then the offer shall stand cancelled.

Kindly confirm your acceptance of the offer and the joining date by responding back to this e-mail before 11 am tomorrow.

We welcome you and we are confident that you will contribute in building Access Healthcare Services Private Limited into a world-class organization.

Sincerely,

For Access Healthcare Services Private Limited

Authorised Signatory

I accept this offer and the terms and conditions attached.

.....
Signature of the Candidate

Encl.:

- 1. Remuneration Details and other benefits.
- 2. List of Documents to be submitted.

Annexure - I

NAME:
DESIGNATION:
PROPOSED DATE OF JOINING:

NANDHA KUMAR B
CLIENT PARTNER
04-OCT-2019

NAME		COMPENSATION DETAILS	
DESIGNATION		NANDHA KUMAR B	
		CLIENT PARTNER	
A Base Components		Per Month	Per Annum
Basic			
DA		12166.67	146000.04
HRA		0.00	0.00
Total		6083.34	73000.08
B Basket of Allowance		18250.01	219000.12
Transport Allowance			
SDA		1600.00	19200.00
Special Allowance		0.00	0.00
Statutory bonus		5770.00	69240.00
Total		1400.00	16800.00
		8770.00	105240.00
Total Gross * (A+B)		27020.01	324240.12
C Annual Benefit			
Retention Incentive		1013.00	12156.00
ESI (Employer)		0.00	0.00
Medical Reimbursement		0.00	0.00
Total		1013.00	12156.00
D Retiral Benefits			
PF - Company contribution		1800.00	21600.00
Gratuity		584.00	7008.00
Total		2384.00	28608.00
Total CTC (A+B+C+D)		30417.01	365004.12

Note: **Provident Fund** - Effective September 1st, 2014 - Provident Fund (PF) scheme has been amended to increase the threshold of the wages for being eligible to benefits under the Provident fund Scheme to INR 15,000/-. If your basic salary is above INR 15,000 PF contribution shall be at INR 1800 per month and if your basic salary is less than INR 15,000/- then PF shall be arrived at 12% of your gross salary. Employer and Employee part of the contribution forms part of your salary structure and is payable as per Employees Provident Fund Act, 1952.

16-May-2017

Dear NANDHINI G

Candidate ID – 691967

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.401,986/-. This includes an annual incentive indication of Rs.22,500/- as well as Cognizant's contribution of Rs.23,986/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.455,880/-. This includes an annual incentive indication of Rs.22,500/- as well as Cognizant's contribution of Rs. 24,880/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: NANDHINI G

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* Flexible Benefit Plan: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** Incentive Indication: Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** Language Premium: This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be



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No 21 Race course road
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Tamil Nadu, India.
T : +9144 40510 510
www.s10health.com

7th June 2017

Ms. Pasam Anju
Chennai

OFFER LETTER

With reference to your application for employment and subsequent interface you had with us, we are pleased to offer you a position as **"Tr. Health Information Analyst"** and Stipend would be Rs: 10500 /-

In Addition to the above stipend, **Variable pay of Rs: 3000** will be paid every month. (On Deployment)

You are required to join us on or before **19th Jun 2017**. You are requested to bring with you the following documents at the time of joining your duties.

1. Four passport size photographs
2. Copies of educational/professional qualifications and experience certificates.
3. Copies of Id proof/Address proof.
4. Any Two references (Family or Friends)

We trust that your knowledge, skills and experience will be among our most valuable assets.

Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

Thanking you,


Human Resources



3811

Conditional Offer of Employment

01st March, 2017

Name : M. Rajalakshmi
Address : #99, Anna Nagar, Uthukottai,
Tiruvallur Dt – 602 026.

Dear Rajalakshmi,

With reference to our discussions, we are pleased to offer position of "Software Engineer-Trainee" at "Level-1" in our Company. Your total Cost to Company (CTC) will be Rs. 1,44,000/- per annum post successful completion of the 45-day Intensive training. The other details about your CTC are presented in Annexure A.

Your appointment will be governed by the terms and conditions of the employment. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time.

Terms and conditions for the Offer:

- You are required to undergo the mandatory 45-day training at our office and should successfully complete, to join us in our services. The company bears all the expenses for this training.
- Organization is liable to terminate this offer if your performance is not up to our satisfactory level during the training.
- The training will be about 5 hours per day, 6 days per week (Mon-Sat). No leaves or absence will be entertained during the training.
- No Stipend or Salary will be paid during the training.

Please Note:

- This appointment is subject to satisfactory professional reference checks
- This offer is valid for 15 days from the date of offer.

We are certain that you will find a career with the company to be both challenging and rewarding. We look forward to you joining with us.

Regards,

The above terms and conditions are acceptable to me.

M. Rajalakshmi



Authorized Signature

M. Rajalakshmi
Candidate's Signature

Surya Informatics Solutions Pvt. Ltd.

70/16, Sundar Bans, II Floor, 100 Feet Road, Ashok Nagar, Chennai - 600 083.

+91 44 4203 3352/55 +91 73586 48707 hr@suryainformatics.com www.suryainformatics.com

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : Prathyusha Engineering College

Date : 4/9/2017

Dear Mr. SANDEEP KUMAR (CSE)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

A. V. R. K. K. K.

Authorized Signatory

Candidate Acceptance



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: Pratyosha Engineering college.

Date: 4/9/2017

Dear - P. SANTOSH

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

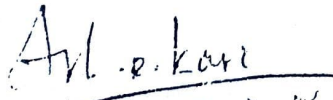
You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland



Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo: +91.44.4391.7884
CIN: U72200TN2000PTC045578

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: Prathyusha Engineering College

Date : 4/19/2017

Dear Sofia Noorbasha - BE-CSE (NV)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

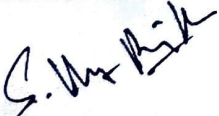
You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland



Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo:+91.44.4391.7884
CIN:U72200TN2000PTC045578

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: Prathyusha Engineering College

Date : 4/19/2017

Dear Swetha S - BE-CSE (NV)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland



Authorized Signatory

Candidate Acceptance



India Employment Offer V201705

28.06.2019

**Mr. Vignesh V
Chennai**

Dear **Vignesh,**

I would like to personally welcome you to Mindtree Ltd. and am confident that you will build a long and mutually rewarding career with Mindtree. I strongly believe that it is individuals like you along with existing Mindtree minds that can build a Globally respected, successful and expertise-led company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident & Active". In addition our Mission, Vision & Core values guide all our business transactions.

Mindtree provides long-term career opportunities for every Mindtree Mind. I sincerely hope that, you will grow with us and together we will build a memorable institution.

Enclosed please find your employment letter and other relevant details.

Looking forward to seeing you soon in Mindtree.

Thanks and regards

A handwritten signature in blue ink, appearing to read "Pankaj Khanna", with a horizontal line underneath.

**Pankaj Khanna
Vice President - Revenue Assurance**

vignesh.v
vignesh.v (Jul 1, 2019)

Exhibit 2 - Compensation Stack

Name : Mr. Vignesh V
Designation : Senior Engineer
Competency : C2

The detailed break up of your Cost To Company components is given below (all figures in INR)

Basic	180,000
HRA	90,000
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,000
Allowance in Lieu of Reimbursement	89,760
Annual Gross	396,000
Bonus**	54,000
Annual Cost to Company	450,000

*** Insurance Benefits:**

- Premium towards Group Medical Coverage (GMC) upto Rs.400,000/- per annum for self and family. Family includes spouse and 2 dependent children. Parents policy & top up options are available and can be availed by paying the premium amount.
- Premium for Group Term Life (GTL) cover for self-up to Rs.2,000,000/-.
- Premium for Group Personal Accident cover for self-up to Rs.1,500,000-

**** Bonus :**

The bonus component per annum is 12.00% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

vignesh.v
vignesh.v (Jul 1, 2019)

16-May-2017

Dear MAGESH SELVARAJAN,

Candidate ID – 697948

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.401,986/-. This includes an annual incentive indication of Rs.22,500/- as well as Cognizant's contribution of Rs.23,986/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.455,880/-. This includes an annual incentive indication of Rs.22,500/- as well as Cognizant's contribution of Rs. 24,880/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: **MAGESH SELVARAJAN,**

Designation: **Programmer Analyst Trainee**

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* Flexible Benefit Plan: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** Incentive Indication: Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** Language Premium: This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

31-Jan-2017

1488318 / ELTP / 2017

Subject: Letter of Intent

Dear Saranya,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer at Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

At the time of joining, you are required to sign a service bond with our Organization. As per this bond, you will be required to serve the Company for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** towards damages to the Company.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

This Letter of Intent is valid subject to you being medically fit, completing your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% in HSC or equivalent course and minimum of First Class/60% in all other courses completed by you prior to your qualifying academic course, successfully completing any Company organized training imparted prior to your date of joining and also completing all necessary legal documentations pertaining to your employment.

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus joining Team on (mail id: Campusjoining@techmahindra.com) which in any case should not be later than **07-Feb-2017** failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group

Annexure – A

Total Cost to Company (TCC) (Per Annum)	260,000
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	67,935
HRA (@50% of Basic Pay)	33,968
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	8,152
Flexible Components of TFP ^	73,194
Total Fixed Pay (Per Annum)	2,26,449
Total Variable Pay (TVP) (Per Annum) (*)	25,161
Total(A)	2,51,610
Additional Benefits(B)	8,390
Gratuity	3,268
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,122
Total Cost to Company (Per Annum) -----(A) + (B)	260,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Medical	15,000
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage : You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP) : You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage : You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Annexure – B

Total Cost to Company (TCC) (Per Annum)	
Components of Total Cost to Company	
	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	3,25,000
HRA (@50% of Basic Pay)	85,260
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	42,630
Bonus/Statutory Bonus	19,200
Employer's contribution to Provident Fund (@12% of Basic Pay)	24,000
Flexible Components of TFP ^	10,231
Total Fixed Pay (Per Annum)	1,02,878
Total Variable Pay (TVP) (Per Annum) (*)	2,84,199
Total(A)	31,578
Additional Benefits(B)	3,15,777
Gratuity	9,223
Insurance Premiums (towards GTLI, GMIP and GPAI)	4,101
Total Cost to Company (Per Annum) -----(A) + (B)	5,122
	3,25,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	
Medical	12,000
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	15,000
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
Group Term Life Insurance (GTLI) Coverage : You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP) : You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage : You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Date - September 12, 2016

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear vinithe K.G.,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

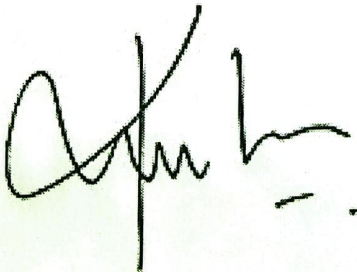
The Expression of Interest shall remain valid until the earlier of date of the Letter of Offer or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

Date - October 10, 2017



IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Mounasri paranthaman,

We are pleased to offer you the position of Associate - Technical Operations, in band 3 at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e January 31, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at DLF IT Park, Tower 1A, 1/24-Shivaji Garden, Mount Poonamalee Rd, Ramapuram, Chennai-600089. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals and 2 sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance e-mail with last Working day (LWD) confirmation
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving Licence
 - Aadhar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

IBM CONFIDENTIAL
ANNEXURE A



DATE	October 10, 2017		
NAME	Mounasri paranthaman		
DESIGNATION	Associate - Technical Operations	BAND	3
		LOCATION	CHENNAI

<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>
1. Basic Salary		
2. Flexible Benefit Plan (FBP)		129012
<u>Reference Salary</u>		154814
3. Retirals		
a) Provident Fund (PF)		15481
b) Gratuity @ 4.8%		6193
Annual Remuneration		305500

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage



Date - October 17, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear MOUNIKA S,

We are delighted to invite you to join IBM as a Associate - Technical Operations, in band [3] . You will be working alongside passionate IBMers, business & technology experts who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will find world-class learning opportunities, mentoring and a flexible work environment to help you create the career you've always imagined. We provide an open environment where everyone can offer ideas and solutions, no matter your level or area of expertise - you have an audience that listens from Day 1.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries - bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.





Date - October 17, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear MOUNIKA S,

We are pleased to offer you the position of Associate - Technical Operations, in band 3 at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 12, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at DLF IT Park, Tower 1A, 1/24-Shivaji Garden, Mount Poonamalee Rd, Ramapuram, Chennai-600089. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals and 2 sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance e-mail with last Working day (LWD) confirmation
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving Licence
 - Aadhar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.



IBM CONFIDENTIAL
ANNEXURE A

DATE	October 17, 2017		
NAME	MOUNIKA S	BAND	3
DESIGNATION	Associate - Technical Operations	LOCATION	CHENNAI

<u>Compensation Components</u>	<u>IBM Offer (in INR)</u>
1. Basic Salary	129012
2. Flexible Benefit Plan (FBP)	154814
<u>Reference Salary</u>	
3. Retirals	
a) Provident Fund (PF)	15481
b) Gratuity @ 4.8%	6193
Annual Remuneration	305500

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

Fwd: Starting at IBM - Joining formalities

1 message

Lets Learn to Teach <itmoha@gmail.com>

To: Omana Jayakodi <omanajayakodi@gmail.com>, thiyagarajantpt R <rthiyagarajantpt@gmail.com>

Sat, Feb 8, 2020 at 8:33 A

----- Forwarded message -----

From: **Pavithra Parthasarathy** <pavithrasarathy1996@gmail.com>
Date: Fri, Feb 7, 2020 at 10:42 PM
Subject: Fwd: Starting at IBM - Joining formalities
To: <itmoha@gmail.com>

Offer letter

----- Forwarded message -----

From: **eschoolhiring@in.ibm.com** <Enterprise@trm.brassring.com>
Date: Mon, 6 Nov, 2017, 10:23
Subject: Starting at IBM - Joining formalities
To: <pavithrasarathy1996@gmail.com>

Dear pavithra parthasarathy,

Greetings from IBM India!

This is in context of the Offer made to you by IBM where you have confirmed your availability to commence employment at IBM on February 12, 2018 . It is important to note that this date of joining has been finalized in view of our business need. We would request you to kindly attend the onboarding session, as per the scheduled date and time mentioned in the Offer.

We would also like to emphasize that if you are unable to attend the onboarding session per the mentioned date and time, we will be unable to provide you with an alternate joining date and we may have to consider that you are no longer interested in the position offered with IBM and hence the Offer extended to you will stand cancelled, making it null and void and cannot be accepted at any time in the future.

Additionally, Joining Forms have been shared with you and is available on the IBM Candidate Portal. Please log in to your Candidate Portal and complete the necessary documentation requirements. Completion of documentation is a legal / statutory requirement. You are therefore advised to complete all the forms at the earliest to ensure a smooth and enjoyable onboarding experience with IBM.

We look forward to welcoming you to IBM Family.

If you have any query, please feel free to write back to us or call us at our Helpdesk (+91 80 715 40279) between 10.00 AM and 5.00 PM on all business days.

Sincerely,

University Talent Acquisition
IBM India Private Limited.
Manyata Embassy Business Park

Date - October 4, 2017



IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Ranjitha Umapathy,

We are delighted to invite you to join IBM as a Associate - Technical Operations, in band [3] . You will be working alongside passionate IBMers, business & technology experts who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will find world-class learning opportunities, mentoring and a flexible work environment to help you create the career you've always imagined. We provide an open environment where everyone can offer ideas and solutions, no matter your level or area of expertise - you have an audience that listens from Day 1.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries - bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.





Date - October 4, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Ranjitha Umapathy,

We are pleased to offer you the position of Associate - Technical Operations, in band 3 at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e January 31, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at DLF IT Park, Tower 1A, 1/24-Shivaji Garden, Mount Poonamalee Rd, Ramapuram, Chennai-600089. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals and 2 sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance e-mail with last Working day (LWD) confirmation
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving Licence
 - Aadhar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.



IBM CONFIDENTIAL
ANNEXURE A

DATE	October 4, 2017		
NAME	Ranjitha Umapathy		
DESIGNATION	Associate - Technical Operations	BAND	3
		LOCATION	CHENNAI

<u>Compensation Components</u>	
1. Basic Salary	IBM Offer (in INR)
2. Flexible Benefit Plan (FBP)	129012
<u>Reference Salary</u>	154814
3. Retirals	
a) Provident Fund (PF)	
b) Gratuity @ 4.8%	15481
Annual Remuneration	6193
	305500

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

Date - September 12, 2016

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear vinithe K.G.,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

The Expression of Interest shall remain valid until the earlier of date of the Letter of Offer or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

1488329 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear Gopinath,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer at Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

At the time of joining, you are required to sign a service bond with our Organization. As per this bond, you will be required to serve the Company for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** towards damages to the Company.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

This Letter of Intent is valid subject to you being medically fit, completing your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% in HSC or equivalent course and minimum of First Class/60% in all other courses completed by you prior to your qualifying academic course, successfully completing any Company organized training imparted prior to your date of joining and also completing all necessary legal documentations pertaining to your employment.

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus joining Team on (mail id: Campusjoining@techmahindra.com) which in any case should not be later than **07-Feb-2017** failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group

1488329 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear Gopinath,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer at Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

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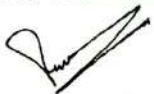
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We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group

Annexure – A

Total Cost to Company (TCC) (Per Annum)	260,000
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	67,935
HRA (@50% of Basic Pay)	33,968
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	8,152
Flexible Components of TFP ^	73,194
Total Fixed Pay (Per Annum)	2,26,449
Total Variable Pay (TVP) (Per Annum) (*)	25,161
Total(A)	2,51,610
Additional Benefits(B)	8,390
Gratuity	3,268
Insurance Premiums (towards GTLI, GMIP and GPAL)	5,122
Total Cost to Company (Per Annum) -----(A) + (B)	260,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Medical	15,000
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs .	
c) Group Personal Accident Insurance (GPAL) coverage: You would be enrolled under the Company's GPAL scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

2042224

Dec 20, 2017

Q1FY18-NON 501-4000-CHN

Mr. Prathoshwaran Mookiah,
Vrathiyasha Engineering College

Dear Prathoshwaran Mookiah,

Thank you for your keen interest in Virtusa Consulting Services Private Limited. Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Virtusa family.

At the time of joining, the following will be applicable:

1. Designation: Associate Engineer
2. Tier: Tier 4
3. Track: QA

Your date of joining would be on 22-Dec-17.

You will be based at Virtusa's Chennai office. You will be on probation from your date of joining for a period of twelve months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, in occasion of resignation from the services.

Your Total Remuneration will be ₹ 330,000/- per annum as per Annexure -I

A summary explanation of the List of Benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along your confirmation of the offer letter. Upon joining you shall be signing the 'Employment Terms and Conditions' document and the 'Employee Non-Disclosure Agreement' with us in this regard.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned on or before 22-Dec-2017.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely

I hereby accept employment on the terms set forth
in this Letter as of this 22nd day of DEC, 2017

Kiran Aidhi

Kiran Aidhi
Senior Director - Human Resources

M. Prathoshwaran Mookiah
Prathoshwaran Mookiah

22-12-2017
Date

Virtusa Consulting Services Private Limited

5th Floor, 10th Block DLF IT Park-SE2, 1/124 Mount Poonamalee Road, Shivaji Garden Moonlight Stop, Nandambakkam Post,
Nandambakkam, Chennai - 600 089

T: +91 44 6608 0400 | F: +91 44 3927 7800 | www.virtusa.com

Registered Office: Virtusa Consulting Services Private Limited, Sy. No. 115/part, Plot No-10, Nanakramguda Village,
Serilingampalli Mandal, R.R Dist, Hyderabad - 500032. T: +91 40 44528000

CIN : U93000TG2008FYC057988

14th March 2017

Priyadharshini S

+91 9597161958

priyasundarrajan11@gmail.com

Dear Priyadharshini,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade, business, occupation or employment.

4. Probation: You will be on probation for a period of 6 months from the date of your joining service. Your performance will be reviewed at the end of the probation period, post which if found satisfactory, your services will be confirmed in writing. It should be noted that unless your services are confirmed in writing, it would be presumed that you continue to be on probation. During this probation period, the Company will reserve the right to terminate your appointment at any time by giving 1 (one) months' notice or payment in lieu of notice.
5. Notwithstanding anything stated above, upon your confirmation, the Company will reserve the right to terminate your appointment at any time by giving 2 (two) months' notice or payment in lieu of notice. In case you desire to leave the service of the company at any time, you are required to give 2 (two) months prior notice. Your resignation will be effective when the Company accepts the same. You shall not have the option to withdraw your resignation after it is accepted.
6. You are required to be compliant with the policies of **NSM Services Private Limited** at all times, which will be shared with you at the time of joining.

This offer is not intended to create a contract of employment for an indefinite period of time and is valid until **16th March 2017**. Your signature on the bottom of this letter serves as your written acceptance of the stated offer.

Your start date with us will be **15th May 2017**, subject to your passing such medical tests as may be prescribed by the Company, successful completion of your current graduation, verification of your records and completion of the background check. This background verification will be done by a third party and will be initiated close to or soon after your joining. The Company reserves the right to end your employment, should the results of your background verification be negative.

Please note that upon your unqualified acceptance of this letter of offer, you will be issued a formal employment/appointment letter, which shall contain the detailed terms and conditions of your employment with the Company, and which shall constitute the entire agreement between you and the Company and shall supersede all prior understandings, agreements or arrangements between you and the Company with regard to your employment with the Company.

NSM Services Private Limited

Block 7, 11th Floor DLF IT SEZ Park, 1/124 Shivaji Gardens, Manapakkam, Chennai – 600089, India
CIN: U72200TN2015PTC101740

www.NationstarMta.com

At the time of reporting for duty, please furnish the documents

- Proof of Age (Birth certificate / School leaving certificate)
- Academic certificates. 10th,+2, Graduation – (Provisional Certificate, Individual /Consolidated Marksheet and Degree Certificate)
- Copy of PAN card and Aadhaar Card/Passport/Voter's ID/Driving license
- Any merit / technical certificates and Recent Passport size photographs – 4 Nos.

We believe you will make an excellent addition to the team and we are all excited to work with you. We are looking forward for you to start date in this position on or before **15th May 2017**. Please note that in the event that we do not receive your acceptance of this offer on or before **16th March 2017**, this offer shall be automatically be deemed as cancelled without notice and cease to be effective

Sincerely,

For **NSM Services Pvt. Ltd.**

Nandhini

Nandhini Padmanabhan
Senior Director – Human Resources

I, **Priyadharshini S** accept the above offer and would be joining on or before **15th May 2017**.

Priyadharshini S

Thiagarajan CSE <thiagarajan.cse@prathyusha.edu.in>

Fwd: JOINING LETTER

1 message

RAM RAHUL <ramrahul94@gmail.com>

Monday, July 24, 2017

To: Thiagarajan Cse <thiagarajan.cse@prathyusha.edu.in>

----- Forwarded message -----

From: HR <hrd@netaxis.in>

Date: Monday, July 24, 2017

Subject: JOINING LETTER

To: ramrahul94@gmail.com

JOINING LETTER

Dear RAM RAHUL,

We are satisfied with your performance in the walk-in-interview. We are pleased to offer you the designation as **Jr Programmer**. Your Date of joining will be from July 31 2018. This letter is valid only for one month from the date of issuing.

We hope your association with us will be mutually beneficial, pleasant and fulfilling.

You are required to bring the following documents at the time of joining.

1. Education certificates original and copy (10th, 12th, Degree, Other additional courses if any)
2. Identity proof copy (Voters ID or Driving license or Pan card)
. Address proof copy (Ration card or Passport)
4. 4 Passport size photos.

Note: In the normal course of you agree that within the scope of the 15 days of work schedule work should be completed. If we find yourselves in disagreement concerning the terms of termination or any other matter about your employment with us. You agree to submit the dispute to binding arbitration to be held in a location of mutual convenience.

Original educational certificates will be returned after verification. For people who are coming under the contract, the original certificate will be returned only after their contract has been completed.

You are requested to confirm that you have not made or retained any copy or photocopy of any of the documents made available to you during the course of your interview, training with us.

Please sign a copy of this letter in token of your acceptance and confirmation of the issues mentioned above.



Name: DHAARANI
Ref: PRATHYUSHA ENGINEERING COLLEGE


Date: 20/11/17.

LETTER OF INTENT

Further to the discussion you had with us, we are pleased to inform that you have been selected as a compensation in the range of **Rs.1,82,793** per annum as Gross Annual Remuneration, for providing technical support to our customers on meeting and subject to your fulfillment of the following terms and conditions.

Broad Terms and Conditions:

1. You will be required to report either at our office in Chennai - CSS Corp (Ambattur) or at CSS Corp approved training partner's location nearer to your town on or before **NOVEMBER 2017** and register yourself formally for the Pre-employment Training Program following our official intimation by phone/e-mail.
2. You will be provided with free access to our online training portal Tech career (URL: Techcareer.csscorp.com). This portal can be accessed anytime from anywhere. You are required to register in this portal on the above said date. You will receive your welcome kit within 48hrs of registration which includes your Login Credentials, Course Details and Learning Plan. You are required to complete all the 10 modules on Technology and 3 modules on Soft Skills as per the Learning plan within the prescribed time limit.
3. Apart from the Online training you are required to attend classroom training on Soft skills and Technology skills, **at CSS Corp (AMBIT)**. This training will be conducted for 250hrs which will include Soft skills, Technology, Product & Process training. You need to ensure 95% attendance. An online/panel assessment will be administered at the end of each and every element of the program and you need to secure 75% marks in all the modules including final assessment.
4. CSS Corp will have the right at its sole discretion to offer employment to you on successful completion of the training as stated in this LOI subject to you passing degree program, obtaining necessary academic qualification for employment with CSS Corp and achieving the standards specified by CSS Corp.
5. However, there is no obligation on the part of CSS Corp to offer employment even if you are successful in completing the training. Offering employment to you will be purely based on business requirements of CSS Corp and based on Stack Ranking of your performance during the Training period.
6. If you are offered an employment, then you shall be required to sign a separate and a comprehensive offer and joining letter.
7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.


CSS Corp is an Equal opportunity provider.
CSS Corp does not charge any fee at any stage of the recruitment process.
CSS Corp does not engage with any agency to do campus recruitment.

CSS Corp Private Limited

(Formerly known as Glow Networks Private Limited)

CIN: U72900TN2000PTC115034

Address: 201/202, Anna Nagar, 1st & 2nd, Anna Road, Ambattur Industrial Estate, Chennai - 600058, Tamil Nadu, India
Tel: 011-470911800 www.csscorp.com

Address: 201/202, Anna Nagar, 1st & 2nd, Anna Road, Ambattur Industrial Estate, Chennai - 600058, Tamil Nadu, India
Tel: 011-470911800

20.02.2017

Mrs. Hemakumar - G,
B.E. CSE,
Prathyusha College, Chennai

Dear Hemakumar,

Congratulations on taking your first steps towards successful and rewarding career with eNoah. Further to our discussion, we have pleasure in provisionally offering you the position of Associate - International Voice Process - US Shifts. Subject to our business your joining date will be confirmed by us once after your successful completion of your graduation.

Your training period will be for 30 days from the date of joining. After successful completion of training, you will become an employee of eNoah with regular salary. During the training period, you will be offered a stipend of Rs. 12000 /- as Nett Take home per month.

You will be initially placed at Chennai in line with our business needs. Your overall earnings per year after absorption will be Rs. 2,24,000/P.a. (approx.) This will include your Annual CTC Rs. 1,76,000/- p.a. + Night Shift Allowance (as per policy) Rs. 24,000/- p.a. *(based on attendance). Additional Voice Allowances will be added once after your production is counted.

Please submit the following documents in person during your DOJ for the training.

- > Proof of Address & Identity PAN & ADHAR CARD Mandatory;
- > Proof of educational qualifications till last semester mark sheet,
- > Updated Resume & Passport size photograph (Softcopy);

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you after the completion of our training and you will have to sign a commitment for 1 year for the job training and deployment into projects. This offer is valid subject to the following:

- > Genuinity of the documents submitted by you;
- > Satisfactory reference checks and Acceptance to the work commitment
- > Pre-employment medical health examination
- > Ability to pass the initial pre assessment done during the training period.

In exceptional circumstances like breach of discipline, low productivity and poor quality of work eNoah reserves the right to rescind the offer of and eNoah will not be responsible for any liability arising thereof.

We look forward to welcome you on board!

Best Regards,
For eNoah iSolution India Private Limited


Rajesh Kumar G
Manager - Human Resource

eNoah iSolution India Private Limited

Regd. Office: Elnet Software City, 3rd Floor, Rajiv Gandhi Salai, Taramani, Chennai - 600 113, India. Phone : +91 - 44 - 30686920 / 30 / 40 Fax : +91 - 44 - 30686948.

www.enoahisolution.com

CIN U22300TN2005PTC058178

Ref. No.HTC/CAMP/2016-17/10014

December 20, 2016

Ms.Jothi Kumbakaran G
No 8/36, Thiruvankata samyastreet, Pulianthope,
Chennai 600012

Dear Jothi,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
- On successful completion of your academic degree program, your original mark sheets/certificates will be verified by us. You shall submit a copy of your academic certificates (10th and 12th, course completion certificates along with mark sheets).
- HTC requires you to submit a copy of your valid passport within 3 months of your joining.
- HTC reserves the right to carry out necessary background checks on your profile and your offer is strictly subject to favorable clearance of such background checks.

Batch-wise intake

- HTC's training division will communicate the start date of the training batch to which you will be allocated.
- HTC will induct batches into the organization in a phased manner.
- Your academic credentials and the HTC interview ratings will determine your internal ranking which will help us allocate you to the training programs at HTC.
- You will be designated as **Programmer Analyst Trainee** with a starting salary of Rs.3,00,000 (Rupees Three Lakhs only) per annum, all inclusive.
- A special one-time bonus of Rs. 1,00,000 (Rupees One Lakh only) will be paid in the 3rd year by way of quarterly payments (Rs. 25,000 (Rupees Twenty Five thousand only) each).

HTC's training program

- HTC provides a unique, career based program, providing training in the areas of Information Technology, with a commitment and obligation from the participants to serve HTC and its group companies as an employee for a minimum period of 3 years.
- You will be periodically evaluated during the training program through tests, projects and interviews.

Ref. No.HTC/CAMP/2016-17/10014

- Apart from the evaluation of your on-the-job training, deputation to any project will depend on your attendance, overall behavior and performance during the training program.


Employment, probation, service obligation and transfers

- Your base training location will be Chennai. On successful completion of training, HTC reserves the right to transfer/depute you to any department(s), technologies, offices, or client locations in India / Overseas.
- You will be on probation for a period of one year from the date of joining.
- You undertake to serve HTC for a minimum period of 3 years. If you resign from HTC anytime during or after the training program in the Commitment Period, you will compensate HTC a sum of Rs.3,00,000/- (Rupees Three Lakhs only) towards recovery of cost invested by HTC for the purpose of recruitment, training and other cost/expenses in identifying a suitable replacement.

As a mark of acceptance of the above terms and conditions you are requested to send an email confirmation to campus2017@htcindia.com on or before **December 30, 2016**. You are also requested to sign and send us the copy of this letter.

We look forward to a long and mutually fruitful association with you.

For HTC Global Services (India) Private Ltd.


Bhaskar Rao Ramineni
Authorised Signatory

I have fully read, understood and have accepted the terms and conditions mentioned above.

Signature:

Name:

Date:



Global Knowledge.

CSC 17

Global Knowledge Network (India) Pvt. Ltd.
Royal Barter, 1st Floor, No. 78/1,
Residency Road, Bangalore - 560025, India
Tel: (91) 80 4050 0999
Fax: (91) 80 4050 0900
www.gkapac.com
Co.Reg.No:U8090KA2008PTC046625

Name: Keerthana.S
Address: 34b dayalu nagar, 2nd street kolathur, Ch-99
Contact Number: +91 9003380161

Date: 08-05-2017

Dear Keerthana.S,

Offer Letter for the Position of "Systems Design Associate - Trainee"

Offer type: **Conditional Offer***

We are pleased to offer you the above-mentioned position with effect from 01st June 2017 with the following terms & conditions:

1. Salary & Benefits

- You will be paid Rs.6,000/- as stipend during the training & assessment period [1 Month] Inclusive of all other allowances.
- Your salary will be Rs.15,000/- per Month Inclusive of all other allowances after the training & assessment period, subject to clearing the assessment.
- Annual leave entitlement of 12 days will be pro-rate according to completion of two years of service.
- Sick leave entitlement of 12 days will be pro-rate according to completion of two years of service.
- All other official expenses are claimable through submission of proper receipt / tax invoice and company's claim / reimbursement form duly filled by the applicant (subject to the approval of the Manager).
- Further increment will be entitled based **ONLY** on your performance.

2. Job Portfolio:

Under the supervision of the Manager - Technical Development, the job portfolio includes but is not limited to:

- Ensure all company policies are abided by you.
- Other miscellaneous tasks within company, job portfolio and whatever tasks assigned by the Manager – Technical Development.
- Skilful with clear understanding of technical design concepts, projects and methodology.
- Preparing high level documents with quality design, illustrations and excellent command over the English language.
- Validating contents for accuracy, usability and ensure adherence to objectives set by the Team Leader and/or Manager.
- Ability to learn new technologies with less supervision and guidance.
- Highlight the missing steps, values and any inconsistency identified during the proof reading.
- Ability to work under pressure, in tight deadlines, as part of a team and as an efficient individual contributor.
- Report back to respective Team Leader directly.

3. Probation.

- You will be on probation for 6 Months (Excluding 1st month Training period) from the date of successful completion of Training & assessment and upon completion of the probation period; you will be receiving a confirmation letter from the employer.
- If no confirmation letter is issued by the end of 6 month probation, it is presumed that you are still under probation. It is the sole discretion of the Company to extend your probation beyond six months or not.



Keerthana.S
Page 1 of 2

e: Congratulations - Offer from Global Knowledge 2017

inbox x

Keerthana Sargunam <sbkeerthi123@gmail.com>

7:02 PM
(3 hours
ago)

to me

On Feb 14, 2017 6:37 PM, "GKChennai Careers" <careers_gkchennai@globalknowledge.net.in> wrote:

Hi,

Congratulations!!!

Thank you for your interest in pursuing your career with Global knowledge.

Global Knowledge is an exciting place to build your career! We believe that our employees are our best assets and we do everything possible to create an inspiring environment for you to learn and contribute to the best of your abilities.

Further to your application for a position and subsequent interviews you had with us, we are pleased to confirm that you have been selected on probation basis as System Designs Associate - Trainee.

Job Title : Systems Design Associate - Trainee

Job Description and terms & Conditions -

Under the supervision of the Manager - Technical Development, the duties and responsibilities include but are not limited to:

- a. Ensure all company policies are abided by you.
- b. Other miscellaneous tasks within company and job portfolio.
- c. Preparing technical documents for the training
- d. Validating contents for accuracy and usability using support communications and ensure adherence to objectives set by the higher official.
- e. Skillful with clear understanding of technical design concepts, projects and methodology.
- f. Ability to learn new technologies with less supervision and guidance.
- g. Highlight the missing steps, values and any inconsistency identified during the proof reading.
- h. Ability to work under pressure, tight deadlines, in team and as efficient individual contributor.
- i. Failure to complete all the academic requirements to secure the position in the company by the end of the training & assessment period, the offer considered void and no longer valid.
- j. Failing the assessment at the end of the training period, immediately will void the offer and will refrain you to continue the employment.
- k. Emergency leaves taken during training & assessment and probation period will be granted ONLY as LEAVE ON LOSS OF PAY (Only upon proper approval from the Manager).

After the candidate accepted the offer, he/she will be paid of Rs.6,000/- as a stipend during the training & assessment period [1 Month] inclusive of all other allowances and then salary will be Rs.15,000/- per Month inclusive of all other allowances after the training & assessment period, subject to clearing the assessment.

Your joining date will be on 1st June of 2017.

Request you to please reply to this mail confirming your acceptance in taking up this job as System Designs Associate - Trainee.

Upon your confirmation, we would proceed further in sending your offer letter and other joining formalities.

Thanks
Global Knowledge

On Tue, Feb 14, 2017 at 6:34 PM, GKChennai
Careers <careers_gkchennai@globalknowledge.net.in> wrote:
Hi,

Congratulations!!!

Thank you for your interest in pursuing your career with Global knowledge.

Global Knowledge is an exciting place to build your career! We believe that our employees are our best assets and we do everything possible to create an inspiring environment for you to learn and contribute to the best of your abilities.

Further to your application for a position and subsequent interviews you had with us, we are pleased to confirm that you have been selected on probation basis as System Designs Associate - Trainee.

Job Title : Systems Design Associate - Trainee

Job Description and terms & Conditions -

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- a. Ensure all company policies are abided by you.
- b. Other miscellaneous tasks within company and job portfolio.
- c. Preparing technical documents for the training
- d. Validating contents for accuracy and usability using support communications and ensure adherence to objectives set by the higher official.
- e. Skillful with clear understanding of technical design concepts, projects and methodology.
- f. Ability to learn new technologies with less supervision and guidance.
- g. Highlight the missing steps, values and any inconsistency identified during the proof reading.
- h. Ability to work under pressure, tight deadlines, in team and as efficient individual contributor.
- i. Failure to complete all the academic requirements to secure the position in the company by the end of the training & assessment period, the offer considered void and no longer valid.

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Your joining date will be on 1st June of 2017.

Request you to please reply to this mail confirming your acceptance in taking up this job as System Designs Associate - Trainee.

Upon your confirmation, we would proceed further in sending your offer letter and other joining formalities.

Thanks
Global Knowledge

1488331 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear Nyogeetha,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer at Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

At the time of joining, you are required to sign a service bond with our Organization. As per this bond, you will be required to serve the Company for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** towards damages to the Company.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

This Letter of Intent is valid subject to you being medically fit, completing your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% in HSC or equivalent course and minimum of First Class/60% in all other courses completed by you prior to your qualifying academic course, successfully completing any Company organized training imparted prior to your date of joining and also completing all necessary legal documentations pertaining to your employment.

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus joining Team on (mail id: Campusjoining@techmahindra.com) which in any case should not be later than **07-Feb-2017** failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Tech Mahindra

Annexure – A

Total Cost to Company (TCC) (Per Annum)	260,000
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	67,935
HRA (@50% of Basic Pay)	33,968
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	8,152
Flexible Components of TFP ^	73,194
Total Fixed Pay (Per Annum)	2,26,449
Total Variable Pay (TVP) (Per Annum) (*)	25,161
Total(A)	2,51,610
Additional Benefits(B)	8,390
Gratuity	3,268
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,122
Total Cost to Company (Per Annum) -----(A) + (B)	260,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Medical	15,000
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage : You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP) : You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage : You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Annexure – B

Total Cost to Company (TCC) (Per Annum)	3,25,000
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	85,260
HRA (@50% of Basic Pay)	42,630
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10,231
Flexible Components of TFP ^	1,02,878
Total Fixed Pay (Per Annum)	2,84,199
Total Variable Pay (TVP) (Per Annum) (*)	31,578
Total(A)	3,15,777
Additional Benefits(B)	9,223
Gratuity	4,101
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,122
Total Cost to Company (Per Annum) -----(A) + (B)	3,25,000

^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay

LTA	12,000
Medical	15,000

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) **Gratuity** : As per Payment of Gratuity Act

ii) **Insurance**

Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs**.

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Ref. No.HTC/CAMP/2016-17/I0076

December 20, 2016

Mr.Pradeep Karthikeyan V
No 4 C-3 Nannan Kudil Flats,
Sabapathy Street,
Ullagaram,
Chennai -91

Dear Pradeep,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
- On successful completion of your academic degree program, your original mark sheets / certificates will be verified by us. You shall submit a copy of your academic certificates (10th and 12th, course completion certificates along with mark sheets).
- HTC requires you to submit a copy of your valid passport within 3 months of your joining.
- HTC reserves the right to carry out necessary background checks on your profile and your offer is strictly subject to favorable clearance of such background checks.

Batch-wise intake

- HTC's training division will communicate the start date of the training batch to which you will be allocated.
- HTC will induct batches into the organization in a phased manner.
- Your academic credentials and the HTC interview ratings will determine your internal ranking which will help us allocate you to the training programs at HTC.
- You will be designated as **Programmer Analyst Trainee** with a starting salary of Rs.3,00,000/-(Rupees Three Lakhs only) per annum, all inclusive.
- A special one-time bonus of Rs.1,00,000/-(Rupees One Lakh only) will be paid in the 4th year by way of quarterly payments Rs.25,000/-(Rupees Twenty Five thousand only) each.

HTC's training program

- HTC provides a unique, career based program, providing training in the areas of Information Technology, with a commitment and obligation from the participants to serve HTC and its group companies as an employee for a minimum period of 3 years.
- You will be periodically evaluated during the training program through tests, projects and interviews.



Ref. No.HTC/CAMP/2016-17/10076

- Apart from the evaluation of your on-the-job training, deputation to any project will depend on your attendance, overall behavior and performance during the training program.


Employment, probation, service obligation and transfers

- Your base training location will be Chennai. On successful completion of training, HTC reserves the right to transfer/depute you to any department(s), technologies, offices, or client locations in India / Overseas.
- You will be on probation for a period of one year from the date of joining.
- You undertake to serve HTC for a minimum period of 3 years. If you resign from HTC anytime during or after the training program in the Commitment Period, you will compensate HTC a sum of Rs.3,00,000/- (Rupees Three Lakhs only) towards recovery of cost invested by HTC for the purpose of recruitment, training and other cost expenses in identifying a suitable replacement.

As a mark of acceptance of the above terms and conditions you are requested to send an email confirmation to campus2017@htcindia.com on or before **December 30, 2016**. You are also requested to sign and send us the copy of this letter.

We look forward to a long and mutually fruitful association with you.

For HTC Global Services (India) Private Ltd.


Bhaskar Rao Ramineni
Authorised Signatory

I have fully read, understood and have accepted the terms and conditions mentioned above.

Signature:

Name:

Date:

030 - 2017

Subject: Fwd: Aricent Offer letter**From:** shanmugam padmapriya (padmapriya.sha@gmail.com)**To:** principal@prathyusha.edu.in; place_prathyusha@yahoo.com;**Date:** Thursday, 12 October 2017 1:20 PM

----- Forwarded message -----

From: Ramya Kumaresan <ramyakumaresan96@gmail.com>**Date:** Tue, Sep 26, 2017 at 7:17 PM**Subject:** Aricent Offer letter**To:** shanmugam padmapriya <padmapriya.sha@gmail.com>

Dear Madam,

I am Ramya.K for CSE dept (2013-2017).I got selected in Aricent Technologies for the post of Software Engineer Fresher. I have attached the offer letter with this mail.

Thank you

--

Regards,

Dr.S.PadmaPriya

Professor & Research Coordinator /CSE

Prathyusha Engineering College

Tiruvallur

padmapriya.sha@gmail.com

mobile No.: 9962562307

Ref. No.HTC/CAMP/2016-17/10013

December 20, 2016

Ms.Revathi M
1/302, Padasalai Street, Mugalivakkam,
Chennai - 125

Dear Revathi,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
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- Your academic credentials and the HTC interview ratings will determine your internal ranking which will help us allocate you to the training programs at HTC.
- You will be designated as **Programmer Analyst Trainee** with a starting salary of Rs.3,00,000/- (Rupees Three Lakhs only) per annum, all inclusive.
- A special one-time bonus of Rs.1,00,000/- (Rupees One Lakh only) will be paid in the 4th year by way of quarterly payments Rs.25,000/- (Rupees Twenty Five thousand only) each.

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- You will be periodically evaluated during the training program through tests, projects and interviews.



World Headquarters

3270 West Big Beaver Road, Troy, MI 48084, USA

Phone: 248.786.2500 * Fax: 248.786.2515 * www.htcinc.com

Page 1 of 2

USA * UK * Germany * India * Malaysia * Singapore * UAE * Australia * Indonesia * South Korea

Ref. No.HTC/CAMP/2016-17/10013

- Apart from the evaluation of your on-the-job training, deputation to any project will depend on your attendance, overall behavior and performance during the training program.


Employment, probation, service obligation and transfers

- Your base training location will be Chennai. On successful completion of training, HTC reserves the right to transfer/depute you to any department(s), technologies, offices, or client locations in India / Overseas.
- You will be on probation for a period of one year from the date of joining.
- You undertake to serve HTC for a minimum period of 3 years. If you resign from HTC anytime during or after the training program in the Commitment Period, you will compensate HTC a sum of Rs.3,00,000/- (Rupees Three Lakhs only) towards recovery of cost invested by HTC for the purpose of recruitment, training and other cost expenses in identifying a suitable replacement.


As a mark of acceptance of the above terms and conditions you are requested to send an email confirmation to campus2017@htcindia.com on or before **December 30, 2016**. You are also requested to sign and send us the copy of this letter.

We look forward to a long and mutually fruitful association with you.

For HTC Global Services (India) Private Ltd.


Bhaskar Rao Ramineni
Authorised Signatory

I have fully read, understood and have accepted the terms and conditions mentioned above.

Signature: 
Name: M. REVATHI
Date: 27/12/2016

Ref. No.HTC/CAMP/2016-17/10012

December 20, 2016

Ms.Rohini S
No 18/29, Feroz Shahib Street, Royapettah,
Chennai - 14

Dear Rohini,

Thank you for your interest in pursuing a career with HTC Global Services (India) Private Ltd., (hereinafter to be referred to as "HTC"). We appreciate the time and effort you have taken to undergo our campus selection process conducted at your institution. We at HTC hope that you find this new phase of your career a rewarding experience.

Pre-requisites for joining

- HTC expects you to continue your academic excellence by not merely maintaining your present CGPA, but also scaling up to higher knowledge levels.
- You are expected to clear the qualifying exams without any arrears.
- On successful completion of your academic degree program, your original mark sheets / certificates will be verified by us. You shall submit a copy of your academic certificates (10th and 12th, course completion certificates along with mark sheets).
- HTC requires you to submit a copy of your valid passport within 3 months of your joining.
- HTC reserves the right to carry out necessary background checks on your profile and your offer is strictly subject to favorable clearance of such background checks.

Batch-wise intake

- HTC's training division will communicate the start date of the training batch to which you will be allocated.
- HTC will induct batches into the organization in a phased manner.
- Your academic credentials and the HTC interview ratings will determine your internal ranking which will help us allocate you to the training programs at HTC.
- You will be designated as **Programmer Analyst Trainee** with a starting salary of Rs.3,00,000/- (Rupees Three Lakhs only) per annum, all inclusive.
- A special one-time bonus of Rs.1,00,000/- (Rupees One Lakh only) will be paid in the 4th year by way of quarterly payments Rs.25,000/- (Rupees Twenty Five thousand only) each.

HTC's training program

- HTC provides a unique, career based program, providing training in the areas of Information Technology, with a commitment and obligation from the participants to serve HTC and its group companies as an employee for a minimum period of 3 years.
- You will be periodically evaluated during the training program through tests, projects and interviews.



Ref. No. HTC/CAMP/2016-17/10012

- Apart from the evaluation of your on-the-job training, deputation to any project will depend on your attendance, overall behavior and performance during the training program.


Employment, probation, service obligation and transfers

- Your base training location will be Chennai. On successful completion of training, HTC reserves the right to transfer/depute you to any department(s), technologies, offices, or client locations in India / Overseas.
- You will be on probation for a period of one year from the date of joining.
- You undertake to serve HTC for a minimum period of 3 years. If you resign from HTC anytime during or after the training program in the Commitment Period, you will compensate HTC a sum of Rs.3,00,000/- (Rupees Three Lakhs only) towards recovery of cost invested by HTC for the purpose of recruitment, training and other cost/expenses in identifying a suitable replacement.

As a mark of acceptance of the above terms and conditions you are requested to send an email confirmation to campus2017@htcindia.com on or before **December 30, 2016**. You are also requested to sign and send us the copy of this letter.

We look forward to a long and mutually fruitful association with you.

For HTC Global Services (India) Private Ltd.


Bhaskar Rao Ramineni
Authorised Signatory

I have fully read, understood and have accepted the terms and conditions mentioned above.

Signature:

Name:

Date:

Fwd: Offer Letter from SP Global Ventures (I) Private Limited

Sat, May 20, 2017 at 9:35 AM

Ruchitha Sree <ruchi05ruchi@gmail.com>

To: shanmugam padmapriya <padmapriya.sha@gmail.com>

----- Forwarded message -----

From: Sri Sudharshan M <sudharshan.m@lpay.in>

Date: Tue, May 9, 2017 at 1:02 PM

Subject: Offer Letter from SP Global Ventures (I) Private Limited

To: ruchitha05ruchi@gmail.com

Dear Ms.Ruchitha Sree.R

Further to the discussion and interview you had with us, we are pleased to offer you the position of **Software Trainee**. You will be initially based at Chennai.

Your compensation on a Cost-to-Company basis will be **Rs.1,44,000** (One Lakh and forty four thousand only) per annum.

In future you may be employed at any of the offices / locations of this organization in India and your services will be always subject to inter-office/location transfer, temporarily or permanently, without any additional compensation or notice.

Your regular appointment letter, giving the details of the terms and conditions of your employment, will be issued to you, upon your joining this organization and completion of joining formalities, including proof of medical fitness.

You are requested to submit following certificates/documents as under at the time of joining:

- Recent four passport size color photographs.
- Copy of accepted offer Letter
- Copy of education qualification certificate(s)
- Copy of experience certificate(s)
- Relieving letter/acceptance of resignation from previous employer
- Proof of age & residence address (copy of passport/election ID card/driving license)

Yours faithfully,

For **SP Global Ventures (India) Private Limited**

Sri Sudharshan.M

Operations Manager | SP Global Ventures (India) Pvt Ltd

69/9 Luz Avenue 5th Street, Mylapore, Chennai, 600 004

Board: +91 44 4350 2003 | Mobile: +91 91762 04565

www.spglobal.in | sudharshan.m@spglobal.in



Regional Sales Corporate Office
FOLKSCO Technologies Private Limited
No. 81, S. P. Towers
Valluvar Kottam Road
Nungambakur

CSE 17 Chennai - 600 079
Ph: 044-42804973

May 8, 2017

Sharmi
D/O Lakshman
No. 30, D. C. V. West Varadher
E. Cross Street, West KK Nagar
Chennai - 71

Letter of Appointment

Dear Ms. Sharmi,

We are pleased to appoint you as on the following terms and conditions:

1. Placement

- a) **Position & Designation:** You will be designated as Digital Marketing Trainee at FolkSCO Technologies, based at our Chennai Office and would be operationally reporting to Manager - Digital Marketing.
- b) **Post & Transfer:** You will be based at the premises of the Company & your services are liable to be transferred to any other location of the Company and / or any affiliate / associate member Company.
- c) **Joining Date:** You are appointed at the said position effective on May 08, 2017.
- d) **Probation:** You will be under probationary period for 6 months. On successful completion of your probation period, your service will be confirmed.

2. Remuneration

- a) **Salary:** Your consolidated Monthly Salary Package will be INR. 9,000/- (In words: Nine Thousand only)
- b) **Salary Break-up:** Please see details as a separate enclosure 'Annexure 1'.

3. Working Hours

- a) **Work Days:** The official working days/hours will be as per the prevailing /current company policy.



Date: 20/11/17

Name: SWETHA K
Ref: PRATHYUSHA ENGINEERING COLLEGE

LETTER OF INTENT

Further to the discussion you had with us, we are pleased to inform that you have been selected at a compensation in the range of **Rs.1,82,793** per annum as Gross Annual Remuneration, for providing technical support to our customers on meeting and subject to your fulfillment of the following terms and conditions.

Broad Terms and Conditions:

1. You will be required to report either at our office in Chennai - CSS Corp (Ambattur) or at CSS Corp approved training partner's location nearer to your town on or before **NOVEMBER 2017** and register yourself formally for the Pre-employment Training Program following our official intimation by phone/e-mail.
2. You will be provided with free access to our online training portal Tech career (URL: Techcareer.csscorp.com). This portal can be accessed anytime from anywhere. You are required to register in this portal on the above said date. You will receive your welcome kit within 48hrs of registration which includes your Login Credentials, Course Details and Learning Plan. You are required to complete all the 10 modules on Technology and 3 modules on Soft Skills as per the Learning plan within the prescribed time limit.
3. Apart from the Online training you are required to attend classroom training on Soft skills and Technology skills, at **CSS Corp (AMBIT)**. This training will be conducted for 250hrs which will include Soft skills, Technology, Product & Process training. You need to ensure 95% attendance. An online/panel assessment will be administered at the end of each and every element of the program and you need to secure 75% marks in all the modules including final assessment.
4. CSS Corp will have the right at its sole discretion to offer employment to you on successful completion of the training as stated in this LOI subject to you passing degree program, obtaining necessary academic qualification for employment with CSS Corp and achieving the standards specified by CSS Corp.
5. However, there is no obligation on the part of CSS Corp to offer employment even if you are successful in completing the training. Offering employment to you will be purely based on business requirements of CSS Corp and based on Stack Ranking of your performance during the Training period.
6. If you are offered an employment, then you shall be required to sign a separate and a comprehensive offer and joining letter.
7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.

CSS Corp is an Equal opportunity provider.

CSS Corp does not charge any fee at any stage of the recruitment process.

CSS Corp does not engage with any agency to do campus recruitment.

CSS Corp Private Limited

(Formerly known as Glow Networks Private Limited)

CIN: U72900TN2900P1C115034

Registered Office: Plot No. 10, Sector 10, Phase 1, Anna Nagar, Chennai - 600033, Tamil Nadu, India

Tel: +91 44 5881 1500 www.csscorp.com

Branch Office: Plot No. 12, Sector 10, Phase 1, Anna Nagar, Chennai - 600033, Tamil Nadu, India

Tel: +91 44 5881 1500



Date: 20/11/17

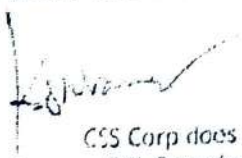
Name: VANITHA SHARON A
Ref: PRATHYUSHA ENGINEERING COLLEGE

LETTER OF INTENT

Further to the discussion you had with us, we are pleased to inform that you have been selected at a compensation in the range of **Rs.1,82,793** per annum as Gross Annual Remuneration, for providing technical support to our customers on meeting and subject to your fulfillment of the following terms and conditions.

Broad Terms and Conditions:

1. You will be required to report either at our office in Chennai - CSS Corp (Ambattur) or at CSS Corp approved training partner's location nearer to your town on or before **NOVEMBER 2017** and register yourself formally for the Pre-employment Training Program following our official intimation by phone/e-mail.
2. You will be provided with free access to our online training portal Tech career (URL: Techcareer.csscorp.com). This portal can be accessed anytime from anywhere. You are required to register in this portal on the above said date. You will receive your welcome kit within 48hrs of registration which includes your Login Credentials, Course Details and Learning Plan. You are required to complete all the 10 modules on Technology and 3 modules on Soft Skills as per the Learning plan within the prescribed time limit.
3. Apart from the Online training you are required to attend classroom training on Soft skills and Technology skills, **at CSS Corp (AMBIT)**. This training will be conducted for 250hrs which will include Soft skills, Technology, Product & Process training. You need to ensure 95% attendance. An online/panel assessment will be administered at the end of each and every element of the program and you need to secure 75% marks in all the modules including final assessment.
4. CSS Corp will have the right at its sole discretion to offer employment to you on successful completion of the training as stated in this LOI subject to you passing degree program, obtaining necessary academic qualification for employment with CSS Corp and achieving the standards specified by CSS Corp.
5. However, there is no obligation on the part of CSS Corp to offer employment even if you are successful in completing the training. Offering employment to you will be purely based on business requirements of CSS Corp and based on Stack Ranking of your performance during the Training period.
6. If you are offered an employment, then you shall be required to sign a separate and a comprehensive offer and joining letter.
7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.


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CSS Corp does not engage with any agency to do campus recruitment.

CSS Corp Private Limited

(Formerly known as Glow Networks Private Limited)

CIN: U72900TN2008PT10119034

Registered Office: 20/1, Ambattur Road, Ambattur Industrial Estate, Chennai - 600053, Tamil Nadu, India
Tel: 91 44 6104 1500 www.csscorp.com

Branch Office: 20/1, Ambattur Road, Ambattur Industrial Estate, Chennai - 600053, Tamil Nadu, India
Tel: 91 44 6104 1500



18-July-17

To,

Veena Datta Sessa Sai Praveen,
Pratyusha Institute of technology

SUB: Letter of Intent

Congratulations!!!

Subsequent to the interview and the discussion you had with us, we are happy to welcome you to join Harita family.

You would be joining with us as **TRAINEE – DESIGN ENGINEER** for the remuneration of Rs. 15,000/-

Your appointment order will be issued at the time of your joining & you will be bound by Terms & Conditions of Harita.

Please bring 2 copies of your recent passport size photograph and copies of all certificates when you come and join Harita. Date of joining will be announced shortly.

With best wishes,

R. Shankarnarayanan
Chief Operating Officer

*This is system generated communication hence signature not required.

mech-2017



18-July-17

To,
Gokulakrishnan K,
Pratyusha Institute of technology

SUB: Letter of Intent

Congratulations!!!

Subsequent to the interview and the discussion you had with us, we are happy to welcome you to join Harita family.

You would be joining with us as **TRAINEE – DESIGN ENGINEER** for the remuneration of Rs. 15,000/-

Your appointment order will be issued at the time of your joining & you will be bound by Terms & Conditions of Harita.

Please bring 2 copies of your recent passport size photograph and copies of all certificates when you come and join Harita. Date of joining will be announced shortly.

With best wishes,

R. Shankarnarayanan
Chief Operating Officer

*This is system generated communication hence signature not required.



09-May-17

To,
Manoj Kumar,
PITAM Chennai.

SUB: Letter of Intent

Congratulations!!!

Subsequent to the interview and the discussion you had with us, we are happy to welcome you to join Harita family.

You would be joining with us as **TRAINEE – DESIGN ENGINEER** for the remuneration of Rs. 15,000/-

Your appointment order will be issued at the time of your joining & you will be bound by Terms & Conditions of Harita.

Please bring 2 copies of your recent passport size photograph and copies of all certificates when you come and join Harita. Date of joining will be announced shortly.

With best wishes,

R. Shankarnarayanan
Chief Operating Officer

Received

P. MANOJ KUMAR

NO. 82C/126, MANALI NEW TOWN

CHEMNAI - 600 103

CONTACT NO.: 9952459431

*This is system generated communication hence signature not required.

R. Manoj Kumar
11/05/2017



09-May-17

To,
Krishnakumar R A,
PITAM Chennai.

SUB: Letter of Intent

Congratulations!!!

Subsequent to the interview and the discussion you had with us, we are happy to welcome you to join Harita family.

You would be joining with us as **TRAINEE – DESIGN ENGINEER** for the remuneration of Rs. 15,000/-

Your appointment order will be issued at the time of your joining & you will be bound by Terms & Conditions of Harita.

Please bring 2 copies of your recent passport size photograph and copies of all certificates when you come and join Harita. Date of joining will be announced shortly.

With best wishes,

R. Shankarnarayanan
Chief Operating Officer

Received
R.A. Krishna Kumar

Mo: 84 0mm Sakthi nagery
Perumalpettu,
Thiruvallur - 602024

*This is system generated communication hence signature not required.

R.A. Krishna Kumar
11/5/17



09-May-17

To,
Elancheralathan,
PITAM Chennai.

SUB: Letter of Intent

Congratulations!!!

Subsequent to the interview and the discussion you had with us, we are happy to welcome you to join Harita family.

You would be joining with us as **TRAINEE – DESIGN ENGINEER** for the remuneration of Rs. 15,000/-

Your appointment order will be issued at the time of your joining & you will be bound by Terms & Conditions of Harita.

Please bring 2 copies of your recent passport size photograph and copies of all certificates when you come and join Harita. Date of joining will be announced shortly.

With best wishes,

R. Shankarnarayanan
Chief Operating Officer

Received. 11/5/17
E. et al
No. 270 3rd cross Street
K.V.V. Puram,
Kilpauk Gardens
Chennai - 10
9551342690

*This is system generated communication hence signature not required.

Mech-2017



14th March 2017

Dhanush Prem

+91 9003192456

dhanushprem107@gmail.com

Dear Dhanush,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade, business, occupation or employment.

NSM Services Private Limited
Block 7, 11th Floor DLF IT SEZ Park, 1/124 Shivaji Gardens, Manapakkam, Chennai – 600089, India
CIN: U72200TN2015PTC101740
www.NationstarMtg.com



14th March 2017

Tangirala Nikhil

+91 9059418327

nikhil lovely550@gmail.com

Dear Tangirala,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Nationstar Mortgage Holdings Inc., head quartered in Coppell, Texas. Nationstar offers customers a broad range of services in the residential mortgage industry, helping to optimize asset performance while improving the borrower's experience.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade, business, occupation or employment.



4. Probation: You will be on probation for a period of 6 months from the date of your joining service. Your performance will be reviewed at the end of the probation period, post which if found satisfactory, your services will be confirmed in writing. It should be noted that unless your services are confirmed in writing, it would be presumed that you continue to be on probation. During this probation period, the Company will reserve the right to terminate your appointment at any time by giving 1 (one) months' notice or payment in lieu of notice.
5. Notwithstanding anything stated above, upon your confirmation, the Company will reserve the right to terminate your appointment at any time by giving 2 (two) months' notice or payment in lieu of notice. In case you desire to leave the service of the company at any time, you are required to give 2 (two) months prior notice. Your resignation will be effective when the Company accepts the same. You shall not have the option to withdraw your resignation after it is accepted.
6. You are required to be compliant with the policies of **NSM Services Private Limited** at all times, which will be shared with you at the time of joining.

This offer is not intended to create a contract of employment for an indefinite period of time and is valid until **16th March 2017**. Your signature on the bottom of this letter serves as your written acceptance of the stated offer.

Your start date with us will be **15th May 2017**, subject to your passing such medical tests as may be prescribed by the Company, successful completion of your current graduation, verification of your records and completion of the background check. This background verification will be done by a third party and will be initiated close to or soon after your joining. The Company reserves the right to end your employment, should the results of your background verification be negative.

Please note that upon your unqualified acceptance of this letter of offer, you will be issued a formal employment/appointment letter, which shall contain the detailed terms and conditions of your employment with the Company, and which shall constitute the entire agreement between you and the Company and shall supersede all prior understandings, agreements or arrangements between you and the Company with regard to your employment with the Company.

At the time of reporting for duty, please furnish the documents

- Proof of Age (Birth certificate / School leaving certificate)
- Academic certificates. 10th,+2, Graduation – (Provisional Certificate, Individual /Consolidated Marksheet and Degree Certificate)
- Copy of PAN card and Aadhaar Card/Passport/Voter's ID/Driving license
- Any merit / technical certificates and Recent Passport size photographs – 4 Nos.

We believe you will make an excellent addition to the team and we are all excited to work with you. We are looking forward for you to start date in this position on or before **15th May 2017**. Please note that in the event that we do not receive your acceptance of this offer on or before **16th March 2017**, this offer shall be automatically be deemed as cancelled without notice and cease to be effective

Sincerely,

For **NSM Services Pvt. Ltd.**

A handwritten signature in black ink that reads "Nandhini" with a horizontal line underneath.

Nandhini Padmanabhan
Senior Director – Human Resources

I, **Tangirala Nikhil** accept the above offer and would be joining on or before **15th May 2017**.

Tangirala Nikhil

ANNEXURE – SALARY BREAK UP

Name : Tangirala Nikhil

Designation : Process Associate - Trainee

Particulars	Compensation Per Month (In Rs.)	Compensation Per Annum (In Rs.)
Basic	9,350	1,12,200
HRA	4,675	56,100
Conveyance	800	9,600
Special Allowance	216	2,592
Gross Salary (Rs.)	15,041	1,80,492
PF Company's Contribution (Rs.)	1,244	14,928
ESI Company's Contribution (Rs.)	715	8,580
Total Compensation (Rs.)	17,000	2,04,000
Quarterly Performance Linked Incentive*		21,000
Total Compensation including Quarterly Performance Linked Incentive (Rs.)		2,25,000
Shift Allowance**		
Other Benefits***		Benefits Value
Medical Insurance for family		5,00,000
Group Term Life Insurance		4 times of Annual Total Compensation
Group Personal Accident Insurance		4 times of Annual Total Compensation
Gratuity		As per Gratuity Act, 1972

***Quarterly Performance Linked Incentive:** In accordance to our performance philosophy, you shall be eligible to potentially earn this incentive, every quarter, based on your performance ranking. Details on the performance evaluation parameters and guidelines will be communicated by your Business Leaders.

****Shift Allowance:** Paid on a monthly basis, based on the actual number of days worked in shifts:

Annual shift allowance is given below:

- Afternoon Shift – Rs. 26,400/- (@ Rs. 100/- per shift worked)
- Night Shift – Rs. 52,800/- (@ Rs. 200- per shift worked)
- Late Night Shift – Rs. 79,200/- (@ Rs. 300/- per shift worked)

(Allowance amount indicated above is as per the current HR policies. Allowances may be subject to change in future as per changes to business needs and policies)

*****Other Benefits:**

Medical Insurance: Insurance coverage for employee, dependent parents, spouse and up to 2 children on a floater basis.

Group Term Life Insurance: Coverage of **4 times of Annual Total Compensation** in case of natural death.

Group Personal Accident Insurance: Coverage of **4 times of Annual Total Compensation** in case of death due to accident. Also covers permanent total and partial disability and temporary disability of the employee.

For **NSM Services Pvt. Ltd.**

A handwritten signature in black ink that reads "Nandhini" with a horizontal line underneath the name.

Nandhini Padmanabhan
Senior Director – Human Resources

mech-2017

Dated: 12th April 2018

Dear Mr./Ms. A.S. Raghunathan,

Sub : Letter of Intent

We are pleased to inform you that we have appointed you Provisionally /Temporarily / Permanently as a GET with our organization. (CompanyName) SS Technovations congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding

Thanking You,

Yours sincerely,

Company Name : SS Technovations 9629702259

Signature of the Employer

with seal

M. [Signature]

Date: August 21, 2017

Mr. Hari Babu K

SUB: OFFER LETTER

Dear Hari,

It is my pleasure to extend to you an offer to join **Rivigo**.
Below are the terms of your employment.

- Date of Joining: **23rd August 2017**
- Location: **Chennai**
- Role: **Operations Associate**
- Department: **Rivigo Zoom**
- You will be entitled to an annual CTC package of **INR 1,82,000 (One Lakhs Eighty Two Thousand Only)** payable pro-rata at the end of each month after deducting applicable tax and other statutory deductions at source as per the break up mentioned in Annexure A
- Probation Period: 6 months
- Notice Period after Confirmation: 1 month. The notice period during probation will be 15 days.

You will be required to produce the following documents in original:

- Educational certificates (10th, 12th, Graduation, professional degrees, etc.)
- Date of Birth Certificate
- Valid Photo ID (Pan Card)
- Valid Address Proof (Passport/ Voter card/ Adhaar card)
- Last 3 employers experience letter / appointment letter and relieving letters
- Proof of resignation / Relieving letter from current employer

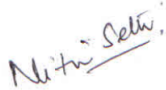
Along with the originals, please bring

- Photocopies of the same for our records
- 4 passport size photographs

A detailed "Employment Letter" will be handed over to you at the time of your joining. Kindly acknowledge this letter and return the signed copy of the letter on or before **5 days of issuance of this letter**, failing which, this offer shall stand automatically withdrawn, without any further obligation on our side. You are requested to make necessary arrangement in getting yourself relieved from your present employment.

Congratulations once again! We look forward to working with you and to the contributions you will surely make to Rivigo's growth.

Most sincerely,



For **Rivigo Services Pvt. Ltd.**

Background Verification: I hereby give my consent for background verification. I understand that issuance of this Offer Letter is subject to satisfactory references, background verification. In case any declaration given or information furnished by me proves to be false or if I am found to have willfully suppressed or concealed any material fact, this offer shall be deemed to be null and void.

AGREED, UNDERSTOOD AND ACCEPTED:

RIVIGO SERVICES PRIVATE LIMITED

(Formerly known as Trucksfirst Services Private Limited)

Registered Office: Plot No. 90, Sector-44, Near HUDA City Center
Gurugram, Haryana - 122003

Tel: +91 124 435 4300, **Email:** info@rivigo.com, **Web:** www.rivigo.com

CIN: U74999HR2014PTC053030

MAKING LOGISTICS HUMAN

ANNEXURE A

Salary Details	INR per Annum
Basic	1,20,000
Special Allowance	40,000
PF (Employer Contribution)	14,400
ESI (Employer Contribution)	7,600
Total Annual CTC	1,82,000

Other Benefits:

You and your dependants (spouse and upto 2 children) are covered as per company policy under the Group Medical Insurance. You shall be entitled to Bonus and Gratuity as per applicable Laws and Company Policies. Mobile Reimbursement shall be as per company policy. .

Most sincerely,

Nitin Sethi

For
Rivigo Services Pvt. Ltd.

mech-17

Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

1488324 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear Gnanaprakash,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer at Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

At the time of joining, you are required to sign a service bond with our Organization. As per this bond, you will be required to serve the Company for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** towards damages to the Company.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

This Letter of Intent is valid subject to you being medically fit, completing your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% in HSC or equivalent course and minimum of **First Class/60%** in all other courses completed by you prior to your qualifying academic course, successfully completing any Company organized training imparted prior to your date of joining and also completing all necessary legal documentations pertaining to your employment.

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus joining Team on (mail id: CampusJoining@techmahindra.com) which in any case should not be later than **07-Feb-2017** failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

We look forward to you having a rewarding career with us.

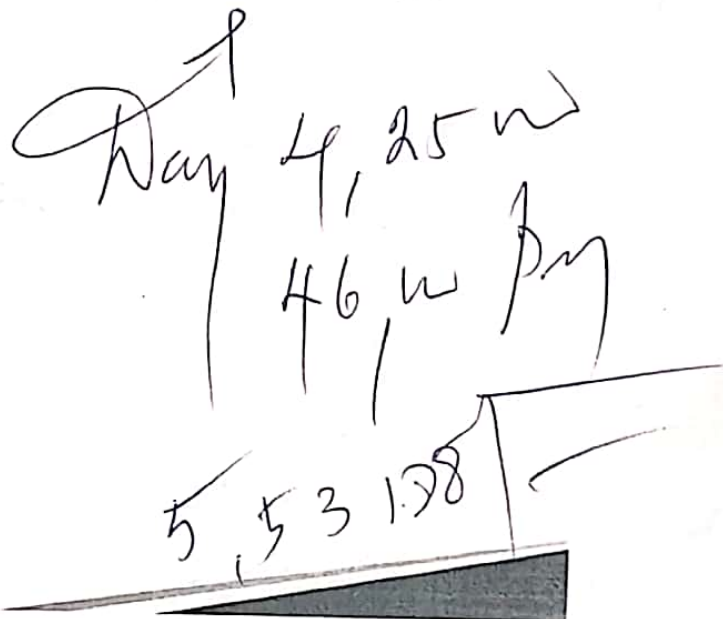
Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group

Handwritten notes and signature:

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Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

1488335 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear Tamizharasan,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as Associate Software Engineer at Band U and Sub Band U1 in our Organization.

On joining you will be under probation for a period of 6 (six) months from the date of joining. During this probationary period, you will be eligible for an annual compensation of Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only). Please refer to Annexure - A. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only). Please refer to Annexure - B for breakup of your intended Annual Salary package.

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We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus joining Team on (mail id: Campusjoining@techmahindra.com) which in any case should not be later than 07-Feb-2017 failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group

Applicant ID: 1488335 / ELTP / 2017

Tamizharasan P. U.

014

Tech Mahindra

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811 **Annexure - A**

Total Cost to Company (TCC) (Per Annum)	260,000
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	67,935
HRA (@50% of Basic Pay)	33,968
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	8,152
Flexible Components of TFP ^	73,194
Total Fixed Pay (Per Annum)	2,26,449
Total Variable Pay (TVP) (Per Annum) (*)	25,161
Total(A)	2,51,610
Additional Benefits(B)	8,390
Gratuity	3,268
Insurance Premiums (towards GTLI, GMIP and GPAL)	5,122
Total Cost to Company (Per Annum) -----(A) + (B)	260,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Medical	15,000
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage : You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP) : You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs.	
c) Group Personal Accident Insurance (GPAL) coverage : You would be enrolled under the Company's GPAL scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Applicant ID: 1488335 /ELTP/2017
Tanishkaran R.V.

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Tech Mahindra

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CIN L64200MH1986PLC041370

1488328 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear Jeeva,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer at Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

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We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group

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CIN L64200MH1986PLC041370

1490958 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear Sarath,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer at Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

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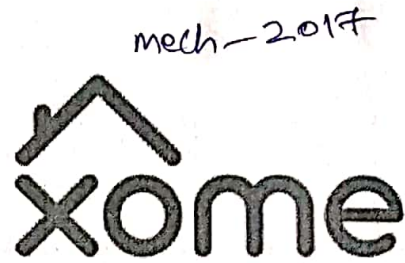
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We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group



1st September 2017

Veda Vignesh M

+91 8939282955

vikyvignesh1795@gmail.com

Dear Veda Vignesh,

I am pleased to confirm our offer for the position of **Process Associate - Trainee** with Xome Services India Private Limited (the "**Company**"). Your work location will be **Chennai, India**.

Your compensation in this position will be **INR 2,25,000/-** per annum excluding other benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund), Employee State Insurance and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the Government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – GTL, GPA and GMC, Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasised that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade, business, occupation or employment.
4. Probation: Probation: You will be on probation for a period of 6 months from the date of your joining service. Your performance will be reviewed at the end of the probation period, post which if found satisfactory, your services will be confirmed in writing. It should be noted that unless your services are confirmed in writing, it would be presumed that you continue to be on probation. During this probation period, the Company will reserve the right to terminate your appointment at any time by giving 1 (one) months' notice or payment in lieu of notice.

Xome Services India Private Limited
(Formerly Known as Solutionstar Services India Private Limited)
Block No. 5, 6th Floor, DLF IT Park, 1/124, Shivaji Gardens, Ramapuram, Chennai – 600089
CIN: U74999TN2014FTC098490
www.Xome.com



5. Notwithstanding anything stated above, upon your confirmation, the Company will reserve the right to terminate your appointment at any time by giving 2 (two) months' notice or payment in lieu of notice. In case you desire to leave the service of the company at any time, you are required to give 2 (two) months prior notice. Your resignation will be effective when the Company accepts the same. You shall not have the option to withdraw your resignation after it is accepted.
6. You are required to be compliant with the policies of **Xome Services India Pvt. Ltd.** at all times, which will be shared with you at the time of joining.

This offer is not intended to create a contract of employment for an indefinite period of time and is valid until **3rd September 2017**. Your signature on the bottom of this letter serves as your written acceptance of the stated offer.

Your start date with us will be **4th September 2017**, subject to your passing such medical tests as may be prescribed by the Company, successful completion of your current graduation, verification of your records and completion of the background check. This background verification will be done by a third party and will be initiated close to or soon after your joining. The Company reserves the right to end your employment, should the results of your background verification be negative.

Please note that upon your unqualified acceptance of this letter of offer, you will be issued a formal employment/appointment letter, which shall contain the detailed terms and conditions of your employment with the Company, and which shall constitute the entire agreement between you and the Company and shall supercede all prior understandings, agreements or arrangements between you and the Company with regard to your employment with the Company.

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At the time of reporting for duty, please furnish the documents

- Proof of Age (Birth certificate / School leaving certificate)
- Academic certificates. 10th,+2, Graduation – (Provisional Certificate, Individual /Consolidated Marksheet and Degree Certificate)
- Copy of PAN card and Aadhaar Card/Passport/Voter's ID/Driving license
- Any merit / technical certificates and Recent Passport size photographs – 4 Nos.

We believe you will make an excellent addition to the team and we are all excited to work with you. We are looking forward for you to start in this position on or before **4th September 2017**. I look forward to your decision soon. Please note that in the event that we do not receive your acceptance of this offer on or before **3rd September 2017**, this offer shall be automatically be deemed as cancelled without notice and cease to be effective.

Sincerely,

For Xome Services India Pvt. Ltd.

Nandhini

Nandhini Padmanabhan
Assistant Vice President – Human Resources

I, **Veda Vignesh M** accept the above offer and would be joining on or before **4th September 2017**.

Veda Vignesh M

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**ANNEXURE – SALARY BREAK UP**

Name : Veda Vignesh M
Designation : Process Associate - Trainee

Particulars	Compensation Per Month (In Rs.)	Compensation Per Annum (In Rs.)
Basic	9,350	1,12,200
HRA	4,675	56,100
Conveyance	800	9,600
Special Allowance	216	2,592
Gross Salary (Rs.)	15,041	1,80,492
PF Company's Contribution (Rs.)	1,244	14,928
ESI Company's Contribution (Rs.)	715	8,580
Total Compensation (Rs.)	17,000	2,04,000
Quarterly Performance Linked Incentive*		21,000
Total Compensation including Quarterly Performance Linked Incentive (Rs.)		2,25,000
Shift Allowance**		
Other Benefits***		Benefits Value
Medical Insurance for family		5,00,000
Group Term Life Insurance		4 times of Annual Total Compensation
Group Personal Accident Insurance		4 times of Annual Total Compensation
Gratuity		As per Gratuity Act, 1972

***Quarterly Performance Linked Incentive:** In accordance to our performance philosophy, you shall be eligible to potentially earn this incentive, every quarter, based on your performance ranking. Details on the performance evaluation parameters and guidelines will be communicated by your Business Leaders.

****Shift Allowance:** Paid on a monthly basis, based on the actual number of days worked in shifts:
Annual shift allowance is given below:

- Afternoon Shift – Rs. 26,400/- (@ Rs. 100/- per shift worked)
- Night Shift – Rs. 52,800/- (@ Rs. 200- per shift worked)
- Late Night Shift – Rs. 79,200/- (@ Rs. 300/- per shift worked)

(Allowance amount indicated above is as per the current HR policies. Allowances may be subject to change in future as per changes to business needs and policies)

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*****Other Benefits:**

Medical Insurance: Insurance coverage for employee, dependent parents, spouse and up to 2 children on a floater basis.

Group Term Life Insurance: Coverage of **4 times of Annual Total Compensation** in case of natural death.

Group Personal Accident Insurance: Coverage of **4 times of Annual Total Compensation** in case of death due to accident. Also covers permanent total and partial disability and temporary disability of the employee.

For Xome Services India Pvt. Ltd.

Nandhini

Nandhini Padmanabhan
Assistant Vice President – Human Resources

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